

Reviewer Comments to Author:

Reviewer: 2

See below comments

Overall, the paper was well-written and very informative. I wish you the best of luck.

1. Originality: Does the paper contain new and significant information adequate to justify publication?
The subject of the paper looks interesting and suitable for Journal Journal of Organizational Effectiveness: People and Performance. Overall, the paper has been fairly organized and presented.
2. Relationship to Literature: Does the paper demonstrate an adequate understanding of the relevant literature in the field and cite an appropriate range of literature sources? Is any significant work ignored?
The research gap according to the work carried out in the literature review must be clearly stated demonstrate the importance of the topic.
3. Methodology: Is the paper's argument built on an appropriate base of theory, concepts, or other ideas? Has the research or equivalent intellectual work on which the paper is based been well designed? Are the methods employed appropriate?
The methodology of the research is well-defined.
4. Results: Are results presented clearly and analysed appropriately? Do the conclusions adequately tie together the other elements of the paper?
Generally, the results were presented clearly, so as the analyses. The conclusion was cleverly tied to the findings of the paper.
5. Implications for research, practice and/or society: Does the paper identify clearly any implications for research, practice and/or society? Does the paper bridge the gap between theory and practice? How can the research be used in practice (economic and commercial impact), in teaching, to influence public policy, in research (contributing to the body of knowledge)? What is the impact upon society (influencing public attitudes, affecting quality of life)? Are these implications consistent with the findings and conclusions of the paper?
The implications were consistent with the findings. This study has its own contribution and provided new insights about empirical analysis of workplace incivility, emotional exhaustion, and job outcomes.
6. Quality of Communication: Does the paper clearly express its case, measured against the technical language of the field and the expected knowledge of the journal's readership? Has attention been paid to the clarity of expression and readability, such as sentence structure, jargon use, acronyms, etc.
Need to check again.