

Minor comments research can do it and then it is accepted

Page 7 & 8 (Quantitative Sample)=====

- **Clarify the unit of analysis.** Is the sample size of $n=92$ for *firms* or for *individual participants*? The calculation is based on the number of firms ($N=1123$), but the data is collected from individuals within those firms. This needs to be explicitly stated: "A minimum of **92 firms** will be targeted. Within each firm, multiple participants (e.g., project managers, engineers) will be invited to respond to ensure a robust sample size for SEM."
- Add the z-value (e.g., 1.96 for 95% confidence) to the formula for completeness.

Page 8 & 9 (Qualitative Sample)=====

- **Recommendation:** Justify the range of **8-12** interviews. This is a good number, but state why (e.g., "This range is expected to achieve thematic saturation while allowing for manageable in-depth analysis.").

-Page 12 & 13 (Qualitative Instrument & Validation)=====

- Recommendation:

- **Pilot Study for Interviews:** The text mentions a pilot for the questionnaire. Explicitly state that the **interview guide will also be pilot-tested** with 1-2 experts to refine question clarity and flow.

-Page 14 & 15 (Study Variables)=====

- **Refine the MV Definition:** The Mediating Variable (MV) is defined twice in very similar paragraphs on **Page 15**. Merge these into one concise, powerful definition.