

no.	Comments and Suggestions	Responses
1	Page 12–14 (Methodological Framework & Justification) Suggestion: Briefly discuss potential limitations of concurrent design (e.g., integration challenges) and how they were mitigated.	A new section is added for the same "3.1.3 Limitations of Concurrent Design and Mitigation Strategies"
2	Page 15–16 (Research Hypotheses) Hypotheses are clearly derived from the conceptual model. Suggestion: Consider presenting the hypotheses in a table for greater clarity and visual coherence.	Hypothesis added in tables, under section 3.2.
3	Page 17–19 (Sampling & Sample Size Justification) Suggestion: Explicitly state how qualitative sample size (8–12) was determined beyond saturation, e.g., by prior similar studies or expert consultation.	highlighted in yellow at the end of the same section 3.3.4.
4	Page 20–24 (Instrument Development & Validation) Suggestion: Provide more detail on expert review process for content validity (number of experts, their background, how disagreements were resolved).	A section added at the end of section 3.6, highlighted in yellow.
5	Page 27–32 (Implementation Procedures & Data Analysis Plan) Suggestion: Justify the choice of SPSS AMOS over other SEM software (if relevant). Suggestion: For qualitative analysis, clarify how inductive codes were managed and integrated with deductive framework.	The justification is added under section 3.6.1.5 Data Analysis procedure in yellow color.
6	Page 33–40 (Quantitative & Qualitative Data Analysis Procedures) Suggestion: Discuss how potential biases in qualitative coding were addressed (e.g., reflexivity, audit trail).	highlighted in yellow at the end of the same section 3.7.3.
7	Page 41–45 (Reliability & Validity Results) Suggestion: Report also composite reliability (CR) and average variance extracted (AVE) for convergent validity in SEM context. Suggestion: Discuss discriminant validity results (e.g., Fornell-Larcker criterion) to strengthen validity section.	They have been completed, and Tables 66 and 67 have been added.
8	Page 46–57 (Demographic Profile & Descriptive Statistics) Suggestion: Briefly interpret demographic trends in relation to the Saudi context (e.g., high experience level, medium-large firms dominance).	A section added section 4.3.6 Demographic Profile: Contextual Interpretation for Saudi Engineering Sector, highlighted in yellow.
9	Page 58–70 (Descriptive Statistics of Variables) Suggestion: Discuss skewness and kurtosis values in relation to normality assumptions for parametric tests.	Added under section 4.4 Descriptive Statistics of Variables, added in yellow.
10	Page 71–76 (Correlation Analysis) Suggestion: Highlight multicollinearity checks given high correlations among some IVs (e.g., Resistance to Change & Cost).	Added under section 4.5.1 "Multicollinearity Assessment", added in yellow.
11	Page 77–84 (SEM Model Specification & Initial Results) Suggestion: Discuss modifications made to the model and theoretical justification for changes. Suggestion: Report standardized and unstandardized coefficients for full transparency.	Added under 4.7.1.4.1 and section 4.7.1.4.1, in yellow
12	Page 84–111 (Hypothesis Testing – Regression Results) Suggestion: Summarize key findings in a consolidated hypothesis testing table for clarity. Suggestion: Discuss effect sizes (β values) in addition to significance to highlight practical importance.	section 4.7.1 "Summary of Hypothesis Testing Results" is a detailed summary of the hypothesis findings. In addition to that, a consolidated hypothesis testing table (67) is added.