**Perceptions of factors influencing the career success of professional and business women in South Africa**

The author/authors are to commended on having done a great deal of work and made many of the requested changes.

Now minor corrections are needed before the article can be published.

a) When Cronbach alpha was done at the early stages on “factors” – were these mainly “factors” of one or two items as suggested in the table – which makes little or no sense.

It has been clarified that it refers to the five factors (not sub-factors)

b) The sentence under table 5 is incomplete and needs to be reworked.

The sentence has been reworked and is now complete

c) The main area that needs reworking is that the analysis very clearly now shows which variables do and don't discriminate between successful and not successful women – but this is not made clear. The original figure 1 MUST be redone at the end of the article to show which factors do influence women's career success based on the data – there is no point doing research based on an initial diagram , finding out what does and doesn't discriminate and then not going back and discussing this in terms of the theory. and redrawing the diagram. This is the whole point of the research. If this is not done the research will not be publishable.

The authors have redrawn the figure as suggested (see Figure 2). Figure 2 clearly indicates the factors influencing women’s career success, based on the data

d) When items such as marital status are found to be significant it is critical that in what way it is significant i.e. do married women do worse or better than their unmarried colleagues. This is critically important. This applies to all other factors e.g. masculinity etc.

This has been added and is discussed in the conclusion

e) The issue of what was found not to “matter” must be discussed in light of the literature. These are major findings.

This has been added and is discussed in the conclusion

f) The relationship between the what sometimes looks contradictory findings in tables 5, 6 and 7 need to be discussed.

This has been addressed

g) Table 7 is far too detailed and needs just to have the p values and whether or not they are significant – as in the other tables

Addressed

h) The conclusion must make reference to the value add of the article in terms of the empirical evidence of which factors do and does not discriminate between successful and not successful women.

This has been done

This is good research and the above is at most a couple of days work which if attended to will result in a publishable article.

I hope the author/s find this useful.

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