

Response reviewer-1

We have fixed and changed the title.

We acknowledge the importance of ensuring participants' access to mental health resources. While this study did not directly provide resources for mental health care, all participants were informed about available mental health services during the consent process. Additionally, participating organizations were encouraged to promote awareness of mental health support among their employees.

We have revised the introduction to more clearly state the objectives and hypothesis of our study. Specifically, we have outlined that the primary objective of this study is to investigate the relationship between job tenure and depression among different occupational groups and industries in Mongolia. Additionally, we have now explicitly stated our hypothesis, which posits that shorter job tenure is associated with higher levels of depression, particularly among younger workers and women, due to unique workplace challenges. These revisions are reflected in the updated version of the introduction.

In our study, we used purposive sampling to ensure the representation of employees from various industries and both the public and private sectors. While no specific inclusion/exclusion criteria were strictly applied beyond full-time employment status, our aim was to capture a broad and diverse sample that reflects the workforce in Ulaanbaatar. This approach was in line with the study's objective of understanding workplace depression across different industries and occupational types. Regarding the selection process, we invited all employees from the organizations included in the study. At the time the survey was administered, all employees present in the working area were asked to complete the questionnaire. Informed consent was obtained from all participants prior to their participation. We hope this clarification addresses your concerns. We have made the necessary adjustments to the methods section as per your suggestions, and we are happy to provide further details if needed.

Thank you for your thoughtful comment. We agree that selection bias and the potential for misclassification of depression are important considerations in our study.

Selection Bias: While we used purposive sampling to ensure diverse representation across industries and sectors, there is a possibility of selection bias. Not all employees were equally likely to participate in the survey, especially if certain groups (such as those with more severe depression or higher workloads) were less likely to respond. However, by inviting all employees in the selected organizations, we aimed to mitigate this risk. We acknowledge that a more random sampling method could have potentially reduced this bias, but the purposive sampling approach was necessary for ensuring the study's focus on diverse sectors and occupation types.

Misclassification of Depression: Regarding the potential for misclassification of

depression, we used the Patient Health Questionnaire-9 (PHQ-9), a well-validated self-report tool for assessing depression. However, self-reported data can be influenced by factors such as response bias or social desirability bias, where participants may underreport or overreport their symptoms based on perceived social norms. Additionally, the PHQ-9, although a widely accepted tool, may not capture all dimensions of depression, particularly in non-clinical populations or cultural contexts that may affect how symptoms are expressed or understood. We have acknowledged these potential sources of bias in the limitations section of the manuscript, and we appreciate your suggestion to further discuss them here.

Thank you for your valuable feedback. To clarify, at the time of data collection, there were 555,350 employees in Ulaanbaatar, with 303,544 men and 251,806 women. We used Slovin's formula to determine the required sample size, which resulted in an estimate of approximately 400 participants, assuming a 5% margin of error. In our study, we included a total of 1,925 participants, which exceeds the calculated sample size and provides a robust representation of the workforce across various industries and occupations. We hope this addresses your concern, and we are happy to provide further details if needed.

We have added a diagram to illustrate the selection process, including the number of eligible participants, exclusions due to missing data, and the final sample size included in the analysis. This will help to provide a clearer understanding of the participant flow in the study.

We have updated the Discussion section to address the generalizability of our findings. We clarified that while our results are based on the working population of Mongolia, they may not directly apply to other countries with different economic and labor conditions. We have made these changes in the revised version of the discussion.

Response reviewer-2

Thank you for your feedback. We have revised the title to better reflect the full scope of the study. The updated title more accurately aligns with the study's content and findings.

We have revised the Abstract to include essential details such as the sample size, statistical methods, and key statistical results. Specifically, we have added the sample size of 1,700 participants, included the statistical techniques used (linear regression and chi-square tests), and provided the key statistical findings. These changes were made to enhance the clarity and completeness of the abstract.

Thank you for your valuable suggestion. We have reorganized the content to enhance clarity and academic rigor. The definitions of occupational ranks (pink, blue, white collar) have been relocated from the methods section to the introduction, as recommended.

We have now clarified the concepts of "organizational justice" and "increased sensitivity" in the text to provide better definitions and context. Specifically, we defined "organizational justice" as the perceived fairness of workplace procedures, outcomes, and interpersonal interactions, which has been shown to influence employee well-being. "Increased sensitivity" refers to the heightened awareness and emotional response that white-collar workers may have to business restrictions, downsizing, and other organizational changes. These revisions were made to ensure that the concepts are clearly understood in the context of our study.

Thank you for pointing this out. We have revised the manuscript to ensure that all references to previous research are clearly linked to specific citations. By doing so, we have enhanced the clarity of the rationale for our study and provided a more direct connection between existing literature and our research objectives. These changes aim to improve the logical flow and transparency of how our study builds upon previous work.

Thank you for your feedback. We have revised the manuscript to place greater emphasis on identifying the gap in the existing literature and justifying the importance of our study. Specifically, we have highlighted the lack of research on workplace depression in Mongolia, particularly among different occupational groups, and discussed how our study addresses this gap. This addition strengthens the rationale for our research and underscores its significance in advancing knowledge in this area.

We have clarified the sampling method in the revised manuscript. The term "purposive

sampling" is now clearly defined as a non-random sampling technique where participants are selected based on specific characteristics that align with the study's objectives. In this case, we purposefully selected participants from 22 public and private organizations across 11 economic sectors to ensure a diverse and representative sample of the working population in Ulaanbaatar. This method was used to capture the various occupational groups and industries relevant to the research.

Thank you for pointing this out. We have now included the response rate in the revised manuscript.

We understand the need for clarity regarding the classification of job tenure. To address this, we have provided further justification in the revised manuscript for the categories used in the analysis. Specifically, the tenure measure was developed to distinguish between different stages of employment, which we believe may have varying effects on mental health outcomes. These categories—<12 months, 12–60 months, 61–120 months, and >121 months—were selected based on both prior literature and practical considerations. Employees in different tenure categories likely face different stressors and support structures, which could influence their mental health. This approach allows us to capture the potential nuances in how job tenure impacts depression across different workers and industries in Mongolia.

We intended to make our results more population-representative. However, we did not adjust for design effect because this is not a probability sample.

We are unsure about the specific request and would greatly appreciate it if you could provide additional comments clarifying which aspects are unclear and need further elaboration.

We did not adjust design effect in this study.

Thank you for your feedback. We understand the importance of adhering to parsimonious model-building techniques as emphasized by the Valliant approach. While we acknowledge that including variables based on non-statistical criteria may not fully align with these best practices, our decision was driven by contextual considerations that we believe are critical to the interpretability and practical relevance of the model. We aimed to strike a balance between statistical rigor and real-world applicability, but we are open to revisiting this approach and welcome any specific suggestions for improvement.

Thank you for your comment. We did not use stepwise regression because we lack sufficient evidence to prioritize variables based on their relevance or correlation. Setting a relatively high p-value threshold of 0.25 helps ensure

that potentially relevant variables are not excluded. Overall, this approach should not negatively impact the fit of our model.

We have presented the adjusted R-squared in the revised manuscript.

We have modified the writing where appropriate.

We have expanded the discussion of the findings and reorganized the section to enhance clarity.

Thank you for the suggestion. We have revised the limitations section to provide more detail on the statistical approach, specifically addressing the threshold for variable inclusion in the exploratory model.

Thank you for your feedback. We have revised the future directions section to more clearly link suggestions for future research and policy to workplace environments and provided actionable recommendations for improving workplace mental health.

Thank you for the suggestion. We have updated the future directions section to consider cultural factors specific to Mongolia, such as the stigma surrounding mental health, and emphasized their relevance to workplace mental health outcomes.

Response: We have formatted the tables in APA style with consistent fonts and styles.

We have updated the figures to use consistent fonts, enhancing the overall presentation.

Thank you for the suggestion. However, we have carefully considered the layout and feel that the current format ensures clarity and readability. We believe the content is best presented in its current orientation.

Thank you for your valuable feedback. We have followed your suggestion and moved the justification for including financial satisfaction to the introduction, ensuring it is addressed earlier in the manuscript for better clarity and context.

Thank you for the suggestion. We believe that positioning the definitions of occupational ranks in the literature review allows for a smoother integration of key concepts as they relate to the study. However, we will carefully reconsider the structure to ensure the definitions are appropriately placed for clarity and flow.

We have clearly defined 'organizational justice' and other key concepts in the manuscript to ensure a comprehensive understanding for the readers.

We have included specific citations from prior research to strengthen the rationale for our study and provide clearer context for our approach. For instance, Lips-Wiersma, Wright, & Dik (2016) offer foundational frameworks for occupational rank classifications, which support our study's focus on differences between white-collar, pink-collar, and blue-collar workers. Additionally, Yoon, Ryu, Kim, Kang, & Jung-Choi (2018) highlight the relevance of examining occupational groups in relation to mental health outcomes like depression. These references strengthen the theoretical basis for exploring the relationship between job tenure, depression, and occupational groups in the Mongolian context.

Thank you for your valuable feedback. We will revise the abstract to include key study details, such as the sample size and effect sizes, to provide a more comprehensive overview of the findings.

Thank you for the suggestion. We will rephrase the findings to improve clarity, especially in the descriptions of correlations, to ensure a clearer understanding of the results.

Thank you for the feedback. We clarified the sampling method, response rates, and the criteria for variable inclusion to ensure greater transparency and detail in the methodology section.

Thank you for the suggestion. We provided a more detailed justification for the classification of job tenure, explaining the rationale behind our approach to enhance clarity.

Thank you for the feedback. We have worked on strengthening the connections between our findings and occupational justice, ensuring a clearer and more cohesive link in the discussion.

We have incorporated actionable policy recommendations in the discussion to provide practical implications based on our findings.

We have addressed cultural factors relevant to Mongolia, including mental health stigma, in the discussion section to ensure the study's contextual relevance.

We have ensured that all tables and figures are in the proper format with consistent styles, following the required guidelines.

We appreciate the suggestion. We have reviewed the formatting and made adjustments where necessary to optimize content presentation while maintaining clarity and readability.