Response to Reviewers’ Comments
The reviewers’ comments are in Bold. The newly-modified content in the article is in Red.

Reviewer 1#
Including abstract paper needs to be rewritten.
1. Line 10: The construction industry is notorious for its high safety accident rate and declining labor Productivity. ( are the accidents the cause of the declining labor productivity?)
2. Line 11 Hawthorne’s experiment concluded that informal groups cannot be ignored in the management of workers. (In abstract you are mentioning this experiments but readers do not have a knowledge about it)

Response:
Thanks for the reviewer’s comments. The authors have revised the Abstract section based on the reviewer’s comments. The revised Abstract section can be shown as follows.

The current construction industry with a high safety accident rate and a declining labor productivity urgently requires efficient and practical management policies. Research shows that social norms within informal groups have considerable influence on construction workers, while studies on informal groups of construction workers (IGCW) are scarce. Current theories of informal groups have not been analyzed in combination with construction industry characteristics. The purpose of this paper is to develop a theoretical framework of IGCW including the definition, types, characteristics, causes and functions. Firstly, based on existing theoretical research of informal groups, two semi-structured interviews were designed to collect data from managers and workers. Then, the grounded theory of qualitative approach with NVivo software was employed to code interview information and 25 subcategories were obtained where 5 as types, 10 as characteristics, 4 as causes, and 6 as functions of IGCW. Eventually, the conceptual model was established to explain the definition of IGCW according to interview data and subcategories identified. This study not only contributes to improving the behavioral science theory, especially group behavior theory and human relations theory, but also constructing the informal group theory of construction industry. Practically, the targeted identification of IGCW is conducive for managers to take measures to carry out more effective management of construction workers.

3. There are so many grammar and language problems also content is confusing to make connections. I will suggest rewritten and send to the English editing before goes to the reviewers.

Response:
Thanks for the reviewer’s comments. The authors have proof read the whole article to correct grammatical and language errors. In addition, the authors have adjusted the content in some parts of this paper, and the revised paper should be more technical and academic, thanks.