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Journal Name:	<a href="#">Asian Journal of Education and Social Studies</a>
Manuscript Number:	Ms_AJESS_98245
Title of the Manuscript:	Emotional Intelligence as Mediator of Quality of Work Life and Commitment: Context of Public Sector Employees
Type of the Article	

**General guideline for Peer Review process:**

This journal's peer review policy states that **NO** manuscript should be rejected only on the basis of '**lack of Novelty**', provided the manuscript is scientifically

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	Reviewer's comment	<ul style="list-style-type: none"> <li>• <b>Author's comment</b> (if agreed with reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)</li> </ul>
<p><b>Compulsory REVISION comments</b></p> <p><b>Is the manuscript important for scientific community?</b> (Please write few sentences on this manuscript)</p> <p><b>Is the title of the article suitable?</b> (If not please suggest an alternative title)</p> <p><b>Is the abstract of the article comprehensive?</b></p> <p><b>Are subsections and structure of the manuscript appropriate?</b></p> <p><b>Do you think the manuscript is scientifically correct?</b></p> <p><b>Are the references sufficient and recent? If you have suggestion of additional references, please mention in the review form.</b></p> <p><b>(Apart from above mentioned 6 points, reviewers are free to provide additional suggestions/comments)</b></p>	<p>1. The theme of emotional intelligence is important for scientific community.</p> <p>Daniel Goleman, author of Emotional Intelligence, breaks down emotional intelligence skills into five basic parts: self-awareness, self-management, self-motivation, empathy, and social skills. These five basic parts help us to find ways to build strong relationships, reduce team stress, defuse tense moments and improve job satisfaction. Therefore, knowing what these skills and traits allow one to focus on them and develop greater emotional intelligence. Essential questions remain unanswered due to the deficiency of sufficient data. Therefore, it is important to obtain and analyze data on EI.</p> <p>2. The title of the article seems to be completed by the journal, be suitable.</p> <p>3. The abstract should include sample size. It is important to include the sample size to make sure that the sample size is appropriate to apply the Sobel test (this test might not work well for small sample sizes).</p> <p>Include the validation of the instrument.</p> <p>4. The quantitative research requires questions and hypotheses. There are not research questions and hypotheses. Include a section with research questions and hypotheses.</p> <p>5. In our opinion, the manuscript is not entirely correct. The derivation of the Sobel standard error estimate presumes that variables follow a normal distribution. In that sense, the author should justify through tests for normal distribution that the data follow a normal distribution. If the data do not follow a normal distribution, it is incorrect to use Sobel z-test statistical tool.</p> <p>With respect to the data given in tables 1, 2, and 3. It is necessary to apply a test of comparison of means to compare means values. The <i>p-value</i> will confirm if differences between means values are statistically significant. In this sense, there is a risk to assuming that "Among all of the indicators, the Social Relevance and Importance of Work dominate". Is there statistically significant difference between 4,21(SD 0,67) and 4,07 (SD 0,65)? There was insufficient evidence to reject the null hypothesis and to conclude that means values given in Tables 1, 2, and 3 are statistically significantly different.</p> <p>Results given in Tables 4.1, 4.2, and 4.3 seem to be correct. Table 5 is not well explained.</p> <p>The author does not provide detailed information about the instrument used to obtain the research data. Please consider the following:</p> <ul style="list-style-type: none"> <li>• Name the survey instrument used to collect data. Discuss whether it is an instrument designed for this research, a modified instrument, or an intact instrument developed by someone else. If it is a modified instrument, indicate whether the developer has provided appropriate permission to use it. y</li> </ul>	

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	<p>•To use an existing instrument, describe the established validity and reliability of scores obtained from past use of the instrument.</p> <p>We suggest to do a better description of the sample. For example, the number of male and female, age, geographic contexts (the human and physical characteristics of places and environments)...</p> <p>It is needed to provide detailed information about the validity and reliability of the data collection instrument. Explain the kinds of validity of your study.</p> <p>Include the sample size, a better description of the sample, and the research limitations.</p> <p>Conclusions are consistent with the research data.</p> <p>6.Theories of emotional intelligence only really came about in 1990, much has been written about this topic since then. In this sense, the theory of emotional intelligence and measurement of emotional intelligence are not well presented.</p> <p>References 2, 5, 6,10, 21... are incorrectly cited or don't follow the recommendations given by the Journal. Review the format of the references.</p>	
<ul style="list-style-type: none"> <li>• <b>Minor</b> REVISION comments</li> <li>• <b>Is language/English quality of the article suitable for scholarly communications?</b></li> </ul>	<p>We think that language quality of the article suitable for scholarly communications is appropriate.</p>	
<ul style="list-style-type: none"> <li>• <b>Optional/General</b> comments</li> <li>•</li> </ul>	<p>It is a very important and interesting article. It is necessary to review the format references in the references list, to adopt the recommendations given by the Journal, to include research questions and hypotheses, to improve the description of the sample, give sample size, to provide detailed information about the validity and reliability of the data collection instrument, and to include p values into the comparison of means values in Tables 1,2, and 3.</p>	

**PART 2:**

	<b>Reviewer's comment</b>	<b>Author's comment</b> (if agreed with reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)
<p><b>Are there ethical issues in this manuscript?</b></p>	<p><i>(If yes, Kindly please write down the ethical issues here in details)</i></p>	

**Reviewer Details:**

<p>Name:</p>	<p><b>Jesús Marcos Segura Martín</b></p>
<p>Department, University &amp; Country</p>	<p><b>U. E. N. Juan Antonio Mandarino, Venezuela</b></p>