

Review Form 1.7

Journal Name:	Asian Journal of Economics, Business and Accounting
Manuscript Number:	Ms_AJEBA_98994
Title of the Manuscript:	Are Perceived Organizational Support and Flexible Working Arrangement Able to Influence Employee Engagement among Millennials?
Type of the Article	Original Research 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 robust and technically sound. To know the complete guideline for Peer Review process, reviewers are requested to visit this link:

<https://www.journalajebea.com/index.php/AJEBA/editorial-policy>)

PART 1: Review Comments

	Reviewer's comment	Author's comment (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>Compulsory REVISION comments</p> <p>1. Is the manuscript important for scientific community? (Please write few sentences on this manuscript)</p> <p>2. Is the title of the article suitable? (If not please suggest an alternative title)</p> <p>3. Is the abstract of the article comprehensive?</p> <p>4. Are subsections and structure of the manuscript appropriate?</p> <p>5. Do you think the manuscript is scientifically correct?</p> <p>6. Are the references sufficient and recent? If you have suggestion of additional references, please mention in the review form. (Apart from above mentioned 6 points, reviewers are free to provide additional suggestions/comments)</p>	<p>The manuscript provides a very good and clever presentation regarding influence of Perceived Organizational and Flexible Working Arrangements on Employee Engagement among millennials while Work/Life Balance is an intervening variable. Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	
<p>Minor REVISION comments</p> <p>1. Is language/English quality of the article suitable for scholarly communications?</p>	Yes	
<p>Optional/General comments</p>	<p>Almost excellent paper and presentation. Very good structure (literature, model, findings, conclusion) with a direct reference to the literature. Concise presentation of the findings. Very good argumentation of the statistical models and the test indices. As a small (minor) comment will be the reference at the end (Conclusions) : "...However, researchers also found that flexible working arrangements not only allow employees to balance work and personal life responsibilities but also bring other benefits to organizations and employees at the same time. For example, scholars provided evidence that organizations which offer flexible work arrangements are more likely to have employees with higher job satisfaction and lower turnover intentions, and possibly a good engagement...". In this case, an additional research could be whether there is an also positive evidence between the employees satisfaction with their jobs and their employers when they enforce employees to work under flexible arrangements.</p>	
	It is up to the author to follow the above general small-minor suggestion	

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PART 2:

	Reviewer's comment	Author's comment <i>(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)</i>
Are there ethical issues in this manuscript?	<i>(If yes, Kindly please write down the ethical issues here in details)</i>	

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