

Review Form 1.7

Journal Name:	Asian Journal of Research in Computer Science
Manuscript Number:	Ms_AJRCOS_98295
Title of the Manuscript:	EMPLOYEE ATTRITION PREDICTING USING MACHINE LEARNING
Type of the Article	Minireview 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.journalajrcos.com/index.php/AJRCOS/editorial-policy>)

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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.</p> <p><u>(Apart from above mentioned 6 points, reviewers are free to provide additional suggestions/comments)</u></p>	<p>1. Yes, the manuscript is important for the scientific community as it addresses the issue of employee attrition prediction, which has significant implications for businesses. The study compares various machine learning algorithms and presents a valuable comparison that can help improve attrition prediction accuracy, ultimately benefiting organizations in retaining their valuable employees.</p> <p>2. Yes, the title of the article is suitable as it clearly communicates the main focus of the research, which is predicting employee attrition using machine learning algorithms. The title is concise and informative, making it easy for readers to understand the primary objective of the study.</p> <p>3. Yes, the abstract of the article is comprehensive. It provides an overview of the problem addressed, the motivation behind the study, the methods used, and the main findings. It gives readers a clear understanding of what to expect from the article and highlights the value of the research in predicting employee attrition using machine learning.</p> <p>4. Yes, the subsections and structure of the manuscript are appropriate. The article is organized into sections that cover the introduction, literature survey, implementation and proposed procedure, results and analysis, and conclusion. This structure allows readers to follow the flow of the research and understand each step of the study. The use of subsections helps break down the content into digestible parts, making it easier for readers to comprehend and navigate the manuscript.</p> <p>5. The manuscript appears to be scientifically correct. It demonstrates a clear understanding of the problem, reviews relevant literature, and employs appropriate machine learning algorithms to predict employee attrition. The study's methodology, including data cleaning, dataset splitting, model training, and accuracy comparisons, follows standard practices in the field.</p> <p>6. The references provided in the manuscript are a mix of research articles, online resources, and data sources. While they cover important aspects of the topic, it would be beneficial to include a few more recent articles to ensure the manuscript is up to date with the latest developments in the field.</p>	
<p>Minor REVISION comments</p> <p>1. Is language/English quality of the article suitable for scholarly communications?</p>	<p>The language and English quality of the article is mostly suitable for scholarly communications, but there are some areas that could benefit from improvements. There are instances of phrasing, grammatical errors, and punctuation issues that should be addressed to ensure the article meets the high standards expected in academic publications.</p> <p>It would be beneficial to have the manuscript proofread and edited by a professional editor or someone with strong English language skills. This will help to ensure that the language and grammar are clear, concise, and consistent throughout the manuscript.</p>	
<p>Optional/General comments</p>	<p>The manuscript addresses an important topic in the field of employee attrition prediction using machine learning techniques. The study demonstrates a clear understanding of the problem and provides a comprehensive review of relevant literature. The methodology used for data cleaning, dataset splitting, model training, and accuracy comparisons is appropriate and follows standard practices. While the language and English quality of the article could benefit from some improvements, the content is scientifically sound and valuable for the scientific community.</p>	

PART 2:

	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>Are there ethical issues in this manuscript?</p>	<p><u>(If yes, Kindly please write down the ethical issues here in details)</u></p>	

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