

Review Form 1.7

Journal Name:	Asian Journal of Economics, Business and Accounting
Manuscript Number:	Ms_AJEBA_110790
Title of the Manuscript:	Examining the Influence of Transformational Leadership and Job Satisfaction to Reduce Turnover Intention with Organizational Commitment as a Mediator
Type of the Article	Original Research Article

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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> <ol style="list-style-type: none"> 1. Is the manuscript important for scientific community? (Please write few sentences on this manuscript) 2. Is the title of the article suitable? (If not please suggest an alternative title) 3. Is the abstract of the article comprehensive? 4. Are subsections and structure of the manuscript appropriate? 5. Do you think the manuscript is scientifically correct? 6. Are the references sufficient and recent? If you have suggestion of additional references, please mention in the review form. <p>(Apart from above mentioned 6 points, reviewers are free to provide additional suggestions/comments)</p>	<ol style="list-style-type: none"> 1. This study does not contribute significantly to the scientific community. An exact study (Tocle, 2021) (excluded sample) has already been conducted, and the sample size chosen is not sufficient. 2. Yes, it is suitable. 3. Yes. 4. The conclusion falls short in providing sufficient depth, as it lacks detailed analysis and fails to incorporate any references. Moreover, the absence of citations weakens the overall scholarly rigor of the research. To enhance the credibility and impact of the conclusion, it is essential to include relevant references that support the findings and contribute to the existing body of knowledge in the field. 5. No, not at all. The hypothesis results contradict the literature. The accuracy of the data should be reevaluated. 6. Including references from scholars who have extensively contributed to this field globally will enrich the study, aligning it with the principles of scientific inclusivity. This will not only strengthen the research's credibility but also provide a more comprehensive understanding of the subject matter within a broader scholarly context. 	
<p>Minor REVISION comments</p> <ol style="list-style-type: none"> 1. Is language/English quality of the article suitable for scholarly communications? 	<ol style="list-style-type: none"> 1. Proofreading and editing is recommended. 	
<p>Optional/General comments</p>	<ul style="list-style-type: none"> - The statistical notations within paragraphs are erroneous, particularly when providing p-values. - It is important to show respect to other scholars who have investigated transformational leadership, job satisfaction, turnover intention, and org. commitment. Please cite masters. - It is essential to provide an explanation for the choice of using Partial Least Squares Structural Equation Modeling (PLS-SEM) instead of Covariance-Based Structural Equation Modeling (CB-SEM). Comparing PLS-SEM to CB-SEM and specifying why PLS-SEM is a more appropriate choice adds clarity to the methodology. - Conducting Correlation Analysis for the utilized structures and demonstrating discriminant validity can enhance the reliability of the methodology. Addressing these points strengthens the methodological foundation of the study and increases the credibility of the results. - The hypothesis results contradict the literature; there must be a problem about sample size etc. The accuracy of the data should be reevaluated. - Mediation analyses were not adhered to; certain analyses should be conducted sequentially to establish a psy.structure as a mediator. - Investigate those articles below and cite if you can. Ucar, A.C., Alpan, L., & Elci, M. (2021). The Effect of Servant and Transformational Leadership Styles on Employee Creative Behavior: The Moderating Role of Authentic Leadership. <i>International Journal of Organizational Leadership</i>, 10(Special Issue 2021), 99-119. doi: 10.33844/ijol.2021.60538 - Ucar, A.C., Alpan, L., & Elci, M. (2021). The Effects of Person–Organization Fit and Turnover Intention on Employees’ Creative Behavior: The Mediating Role of Psychological Ownership. <i>SAGE Open</i>, 11(4). https://doi.org/10.1177/21582440211066924 	

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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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