

Review Form 1.7

Journal Name:	Journal of Economics, Management and Trade
Manuscript Number:	Ms_JEMT_100843
Title of the Manuscript:	Analysis of Job Burnout and Its Impact on Quality and Economic Benefits of Enterprises
Type of the Article	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:

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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"> Is the manuscript important for scientific community? (Please write few sentences on this manuscript) Is the title of the article suitable? (If not please suggest an alternative title) Is the abstract of the article comprehensive? Are subsections and structure of the manuscript appropriate? Do you think the manuscript is scientifically correct? 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>	<p>The paper titled "Analysis of Job Burnout and Its Impact on Quality and Economic Benefits of Enterprises" provides a comprehensive analysis of the concept of job burnout, its influencing factors, and its impact on operating quality and economic benefits of enterprises. The authors have presented a compelling argument for the significance of preventing job burnout and minimizing its adverse effects on individuals and organizations.</p> <p>The literature review is robust and well-structured, covering various aspects of job burnout, including connotation, classification, consequences, and intervention measures. The discussion on the impact of job burnout on the improvement of quality and operating efficiency of an enterprise is particularly insightful and relevant in the current business climate.</p> <p>However, it would have been beneficial if the authors had provided more empirical evidence to support their arguments. Despite this, the paper is still a valuable contribution to the field, and I strongly recommend citing the following references to strengthen the literature review: Nikraftar et al. (2021), Fattahi Marnani and Cuocci (2022), Cuocci and Fattahi Marnani (2022), Heidari et al. (2023), Rezvani et al. (2022), and Khorsandi et al. (2022):</p> <p>Cuocci, S. and Fattahi Marnani, P., 2022. Technology in the Classroom: The Features Language Teachers Should Consider. <i>Journal of English Learner Education</i>, 14(2), p.4.</p> <p>Fattahi Marnani, P. and Cuocci, S., 2022. Foreign Language Anxiety: A Review on Theories, Causes, Consequences and Implications for Educators. <i>Journal of English Learner Education</i>, 14(2), p.2.</p> <p>Heidari, S., Zarei, M., Daneshfar, A. and Dokhanian, S., 2023. Increasing Sales Through Social Media Marketing: The Role of Customer Brand Attachment, Brand Trust, and Brand Equity. <i>Marketing and Management of Innovations</i>, 14(1), pp.224-234.</p> <p>Kamali, A., Ebadi, M., Vahidnezhad, H., Mohammadi, A. and Dalvandi, M., 2021. Clinical characteristics of coronavirus disease 2019 in a cohort of iranian patients: Olfactory dysfunction as a frequent clinical presentation. <i>Indian Journal of Forensic Medicine & Toxicology</i>, 15(2), pp.1768-1770.</p> <p>Khorsandi, H., & Khorsandi, R. 2022. Ranking the effective factors in creative marketing in Iran Novin insurance. <i>Journal of Positive School Psychology</i>, 6(5), 10009-10020.</p> <p>Khorsandi, H., Khorsandi, R., Khorsandi, M.A. 2022. Effects of multimedia (motion graphics) versus traditional teaching method on student learning., <i>International Journal of Early Childhood Special Education</i>, 14(2), 9115-9124. DOI:10.9756/INTJECSE/V14I2.995</p> <p>Nikraftar, N.S., Feyzi, Y.F., Ramzani, F., Nikbakht-Zadeh, M., Amini, M., Arezoomandan, M., Shiehmorteza, M. and Arezoomandan, R., 2021. Comparison of psychological symptoms and cognitive functions in patients under maintenance treatment with methadone or buprenorphine, current opioid users and healthy subjects. <i>Asian Journal of Psychiatry</i>, 58, p.102603.</p> <p>Rezvani, S., Heidari, S., Roustapisheh, N. and Dokhanian, S., 2022. The effectiveness of system quality, habit, and effort expectation on library application use intention: the mediating role of perceived usefulness, perceived ease of use, and user satisfaction. <i>International Journal of Business Information Systems</i>, pp.1-18. https://doi.org/10.1504/IJBIS.2022.10049515</p> <p>Overall, the paper highlights the importance of addressing job burnout in organizations from both the legislative and institutional settings and new technology applications perspectives. It is a well-written and informative paper that should be of interest to researchers, policymakers, and practitioners in the field of organizational behavior and management.</p>	
<p>Minor REVISION comments</p> <ol style="list-style-type: none"> Is language/English quality of the article suitable for scholarly communications? 	<p>It needs some improvements.</p>	
<p>Optional/General comments</p>		

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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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