

## Review Form 1.7

Journal Name:	<a href="#">Asian Journal of Economics, Business and Accounting</a>
Manuscript Number:	Ms_AJEBA_100076
Title of the Manuscript:	Assessment of Shareholder Strategy – An Internal Corporate Social Responsibility Perspective on Organizational Commitment in Five-Star Hotels in Kenya
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> )

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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><b>Compulsory REVISION comments</b></p> <ol style="list-style-type: none"> <li>1. <b>Is the manuscript important for scientific community?</b> (Please write few sentences on this manuscript)</li> <li>2. <b>Is the title of the article suitable?</b> (If not please suggest an alternative title)</li> <li>3. <b>Is the abstract of the article comprehensive?</b></li> <li>4. <b>Are subsections and structure of the manuscript appropriate?</b></li> <li>5. <b>Do you think the manuscript is scientifically correct?</b></li> <li>6. <b>Are the references sufficient and recent? If you have suggestion of additional references, please mention in the review form.</b></li> </ol> <p><b><u>(Apart from above mentioned 6 points, reviewers are free to provide additional suggestions/comments)</u></b></p>	<ol style="list-style-type: none"> <li>1. <b>Is the manuscript important for scientific community?</b> This research needs to sharpen its explanation so that it looks impactful for the scientific community. As an example: <i>"The results further show that the coefficient of the statements on planning activities (X3) is positive and significant against organizational commitment (<math>\beta=.34, P&lt;0.05</math>) inferring that a unit change in the involvement of workers in the planning of activities in the organization results into .340 unit change in organizational commitment in five star hotels in Kenya. The finding agrees with a study conducted by AlKahtani, Iqbal, Sohail, Sheraz, Jahan, &amp; Haider (2021) on workers' empowerment and commitment in four &amp; five star hotels in Pakistani."</i>  In the discussion of table 6 regarding the Coefficients for Shareholder Strategy on Organizational Commitment, it is only limited to quoting from previous papers but does not explain what the findings of the current research are, so that this research does not seem impactful.</li> <li>2. <b>Is the title of the article suitable?</b> The title is sufficiently representative of the research conducted</li> <li>3. <b>Is the abstract of the article comprehensive?</b> The abstract needs to be clarified and at least includes the following: research objectives, research methodology starting from the type of research (quantitative or qualitative or mixed method), number of observations used, which sector the sample came from, what year, what type of regression was used, what statistical tools were used, the results of the research, and explaining the implications of the research .  For the sentence "The study was anchored on Social Exchange theory" it is not suitable to be abstracted because it is not clear.</li> <li>4. <b>Are subsections and structure of the manuscript appropriate?</b> Need to check again its suitability and effectiveness so as not to get confused</li> <li>5. <b>Do you think the manuscript is scientifically correct?</b> It is necessary to revise the research explanation flow so that it is clear.  For the introduction section, it is necessary to first explain the phenomenon or hot issue related to Organizational Commitment in Five-Star Hotels in Kenya so that it shows the need for research to be able to find factors that influence Organizational Commitment, then proceed to explain the research gap of the variables that will be used in this study, show motivation study.  In the literature review section, it is necessary to explain the grand theory that is used, such as the theory dimensioned in the abstract, then an explanation for making the research hypothesis is added, which is supported by many research papers that are in line with the hypothesis.  In the research methodology section, if you use secondary data, you need to be informed of where you got the source from, what year, and if you use a questionnaire, it is necessary to explain the criteria for the respondents used and how many responses and how to distribute the questionnaire. Not only that, variable measurements also need to be informed</li> </ol>	

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	<p>so that it is clear.</p> <p>In the results and discussion section it is necessary to first discuss the results of the tests carried out such as if using a questionnaire then there must be results of validity and reliability tests, in table 5 it is necessary to explain what findings were obtained from this study rather than just citing research that is in line with the type of research being conducted.</p> <p>In the conclusion section, it is necessary to explain the conclusions, implications, limitations, and future research.</p> <p>Please correct and complete it first so that this research is more comprehensive and clear</p> <p><b>6. Are the references sufficient and recent?</b> It is quite sufficient and enough to update the references</p>	
<b>Minor</b> REVISION comments		
<b>1. Is language/English quality of the article suitable for scholarly communications?</b>	It needs to be improved and developed to be more professional and scientific	
<b>Optional/General</b> comments	Overall, this research is quite interesting and all that remains is to sharpen the explanation so that it is clearer	

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

**Reviewer Details:**

Name:	<b>Tommy Andrian</b>
Department, University & Country	<b>Bina Nusantara University, Indonesia</b>