

Review Form 1.7

Journal Name:	Journal of Economics, Management and Trade
Manuscript Number:	Ms_JEMT_107971
Title of the Manuscript:	Benefits and Challenges of Adopting HR Analytics: A Comprehensive Review
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> <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 provides a comprehensive overview of HR Analytics, its benefits, challenges, and implications for HR functions in organizations. It synthesizes existing knowledge and offers valuable insights into the use of data analytics in human resources management. Researchers and professionals in the field of HR and data analytics can find this manuscript to be a valuable resource for understanding the significance of HR Analytics and its potential impact on organizational success.</p> <p>2. The title of the article, "Exploring the Benefits and Challenges of HR Analytics Adoption in Organizations," is suitable as it accurately reflects the content and focus of the manuscript.</p> <p>3. Yes, the abstract of the article is comprehensive. It provides a clear and concise summary of the research paper's objectives, including exploring the benefits and challenges of HR Analytics adoption. It mentions the methodology used (examining existing literature and case studies) and outlines the scope of the paper, which includes discussing the implications of HR Analytics adoption on various HR functions and providing recommendations for successful implementation. The abstract also highlights the importance of HR Analytics in gaining a competitive advantage in the business landscape. Overall, it effectively conveys the key points and objectives of the research paper.</p> <p>4. Yes, the subsections and structure of the manuscript appear to be appropriate. The manuscript is well-organized and follows a logical structure. It begins with an introduction that provides background information and sets the context for HR Analytics. Then, it includes sections on the definition and conceptual framework of HR Analytics, benefits of adoption, challenges in adoption, implications for HR functions, and recommendations for successful implementation. This organization allows readers to follow the flow of the paper and understand the different aspects of HR Analytics in a structured manner. Each subsection is relevant to the overall topic and contributes to a comprehensive exploration of the subject.</p> <p>5. Based on the information provided in the manuscript, it appears to be scientifically correct.</p> <p>6. 6. References are sufficient but these should be within the manuscript as and where these are being referred.</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>	The manuscript is well-structured and informative, but consider improving clarity by breaking down lengthy paragraphs. Ensure proper citation and referencing throughout the text.	

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><i>(If yes, Kindly please write down the ethical issues here in details)</i></p>	

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