

Review Form 1.7

Journal Name:	Asian Journal of Economics, Business and Accounting
Manuscript Number:	Ms_AJEBA_105291
Title of the Manuscript:	Employees' Compensation Packages and Profitability of Consumer Goods Firms in Nigeria
Type of the 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.journalajebo.com/index.php/AJEBA/editorial-policy>)

Review Form 1.7

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 to the scientific community.</p> <p>2. Yes, the title is appropriate.</p> <p>3. The abstract needs to explain the argument for the effect of wages and bonuses on return on capital.</p> <p>4. The structure of the manuscript and subsections is very appropriate.</p> <p>5. Yes to a scientifically correct manuscript.</p> <p>6. You need to update the references, especially in recent years, between 2020 and 2023 I suggest these references:</p> <ul style="list-style-type: none"> o Okpo, S.A., Eshiet, U.E., & Emenyi, E.O. (2023). Remuneration packages of executive directors and financial performance of money deposit banks: Evidence from Nigeria. <i>Global Journal of Human Resource Management</i>, 11(1), 1-12 o Tonye, O., & Christiana, Q. (2022). Employee benefits and profitability of listed manufacturing firms in Nigeria. <i>Journal of Accounting and Financial Management</i>, 8 (2): 109, 117 o Nwachukwu, D., & Worlu, E.E. (2023). Sales Force Compensation Techniques and Sales Performance of Bakery Firms in Port Harcourt. <i>International Journal of Management Sciences</i>, 10(1), 1-26 	
<p>Minor REVISION comments</p> <p>1. Is language/English quality of the article suitable for scholarly communications?</p>	<p>1. The language and quality of the essay is suitable for scholarly communication</p>	
<p>Optional/General comments</p>	<p>1. The research gap part should be strengthened in this context: On the subject of the impact of employee compensation packages on profitability, a research gap could be a lack of research and knowledge on the direct and precise relationship between these two aspects. Here are some aspects that may form the gap: Lack of direct research: There may be a limited number of studies that have examined the direct relationship between compensation packages received by employees and actual profitability of companies. While there are extensive studies addressing the impact of compensation on other elements such as employee satisfaction or engagement, there may be a lack of research on how these factors translate into a direct effect on profitability. Complexity of the relationship: It can be difficult to establish a direct causal relationship between compensation packages and profitability. Many other factors may influence profitability, such as market, competitiveness, sector economics and effective management, making it difficult to isolate the impact of compensation packages separately. Difficulty of data: Collecting financial data and compensation package data can be difficult and complex. It can be difficult to access accurate information about the details of compensation packages from a variety of companies, and this can affect the quality and accuracy of studies. Cultural and Industry Factors: The impact of compensation packages on profitability may vary depending on the company's corporate culture and the industry in which it operates. These differences can make it difficult to compare results between different companies and sectors. Changes in the temporal context: Changing economic and market conditions may affect the relationship between compensation packages and profitability over time. This means that previous studies may not be applicable in the same way to different contexts.</p>	

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	<p>In conclusion, the research gap lies in the lack of studies that directly and in detail analyze and interpret the relationship between compensation packages and profitability. In addressing this gap, it can provide companies and researchers with valuable insights into how to strike a balance between meeting employee needs and meeting company goals for profitability.</p> <p>2. Based on the description provided of the methodology, there are some suggestions and recommendations that can help enhance the quality of the study: Expanding the sample: Although the sample may be representative of the consumer goods sector in Nigeria, increasing the sample size may increase the representativeness of the results and strengthen the conclusions. It might be a good idea to include more companies in the sample to increase diversity and representativeness. Improved statistical analysis: Data analysis can incorporate more sophisticated statistical techniques, such as hierarchical regression analysis, to more accurately understand the relationship between the various factors of compensation packages and profitability. Exclusion of metaphorical variables: Some metaphorical variables such as general economic conditions or regulatory developments may influence the relationship between compensation packages and profitability. It is preferable to adjust these variables to obtain more accurate estimates of the effect of compensation packages. Use of cross-segment comparison: It is useful to compare findings from the consumer goods sector with other sectors to determine whether the relationship between compensation packages and profitability differs between different sectors. Look for mediating factors: There may be other factors that influence the relationship between compensation packages and profitability. It is a good idea to also explore possible mediating factors that might explain this relationship more deeply. Checking the temporal stability of the data: Before using long-term historical data, ensure the stability and quality of the data over the time period specified for the study. Find other evidence: If results show a relationship between compensation packages and profitability, it is important to look for other evidence supporting this relationship, such as previous literature and theoretical models. In short, the methodology used in the study appears informed and robust, but there are some improvements and additional procedures that can enhance the strength of the findings and conclusions.</p> <p>3. I suggest adding a final part about: Limitations and future research: such as possible biases in data collection or limitations in methodology. Suggest directions for future research to further explore and validate the relationship between compensation packages and profitability.</p>	
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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)
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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