

### Review Form 3

Journal Name:	<b>Journal of Engineering Research and Reports</b>
Manuscript Number:	<b>Ms_JERR_120388</b>
Title of the Manuscript:	<b>THE IMPORTANCE OF CONTINUOUS PROFESSIONAL DEVELOPMENT IN THE OIL AND GAS INDUSTRY</b>
Type of the Article	<b>Research Paper</b>

#### **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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#### **Important Policies regarding Peer Review**

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**PART 1: Review Comments**

<b>Compulsory</b> REVISION comments	<b>Reviewer's comment</b>	<b>Author's Feedback</b> (Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)
<p><b>Please write few sentences regarding the importance this manuscript for scientific community. Why do you like (or dislike) this manuscript? Minimum 3-4 sentences may be required for this part.</b></p>	<p><b>Liked:</b> Highlights the importance of continuous professional development (CPD) in the oil and gas industry.  <input type="checkbox"/> Emphasizes the role of CPD in enhancing individual skills and organizational success.  <input type="checkbox"/> Stresses that investing in CPD ensures a resilient, innovative, and competitive industry.  <input type="checkbox"/> Provides actionable recommendations such as flexible learning options, comprehensive programs, and fostering a supportive learning culture.  <input type="checkbox"/> Appreciated for its comprehensive approach and strategic insights into workforce development.  <b>Disliked:</b> No citations and format of Research is not appropriate</p>	
<p><b>Is the title of the article suitable? (If not please suggest an alternative title)</b></p>	<p><b>Yes</b></p>	
<p><b>Is the abstract of the article comprehensive? Do you suggest addition (or deletion) of some points in this section? Please write your suggestions here.</b></p>	<p><b>Abstract doesn't discuss methodology of paper</b></p>	
<p><b>Are subsections and structure of the manuscript appropriate?</b></p>	<p><b>It's appropriate but citations and references to support the work are not there in any of the sub sections either its introduction or methodology and please refer some recent work.</b></p>	
<p><b>Please write few sentences regarding the scientific correctness of this manuscript. Why do think that this manuscript is scientifically robust and technically sound? Minimum 3-4 sentences may be required for this part.</b></p>	<p><b>This manuscript is scientifically robust and technically sound because it systematically addresses the critical need for continuous professional development (CPD) in the oil and gas industry, which is characterized by high-risk environments and rapid technological advancements. The inclusion of detailed stages in the CPD process—such as identification, planning, learning, reflection, and application—demonstrates a comprehensive understanding of effective professional development strategies. Additionally, the manuscript supports its arguments with real-world case studies from industry leaders like Shell and BP, providing empirical evidence of successful CPD implementation.</b></p>	
<p><b>Are the references sufficient and recent? If you have suggestion of additional references, please mention in the review form.</b></p>	<p><b>No, References are not recent and not in style of publication too and not sufficient to support the work</b></p>	

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<p>Minor REVISION comments</p> <p>Is language/English quality of the article suitable for scholarly communications?</p>	<p>The language and English quality of the article are suitable for scholarly communications. The manuscript uses clear and precise language to convey complex ideas, ensuring that readers can easily understand the importance of continuous professional development (CPD) in the oil and gas industry. The structured presentation of information, including detailed descriptions of CPD stages and practical strategies, enhances readability and comprehension.</p> <p>REVISIONS: ARRANGE THE REFERENCES ACCORDING TO FORMAT TO PROVIDE CITATIONS TO THE WORK WITH PROPER ORDER REFERENCES PLEASE PROVIDE QUESTIONNAIRE PROOFS</p>	
<p>Optional/General comments</p>		

**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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