

Review Form 3

Journal Name:	Asian Journal of Economics, Business and Accounting
Manuscript Number:	Ms_AJEBA_120852
Title of the Manuscript:	THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP STYLE, WORK-LIFE BALANCE, AND EMPLOYEE ENGAGEMENT ON EMPLOYEE PERFORMANCE AT SL CORP INDONESIA
Type of the Article	

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PART 1: Review Comments

Compulsory REVISION comments	Reviewer's comment	Author's Feedback (Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)
<p>Please write a few sentences regarding the importance of this manuscript for the scientific community. Why do you like (or dislike) this manuscript? A minimum of 3-4 sentences may be required for this part.</p>	<p>This manuscript is crucial for the scientific community as it empirically examines the impacts of transformational leadership, work-life balance, and employee engagement on employee performance within Indonesia's growing culinary sector. It underscores the importance of employee engagement, guiding organizations in human resource strategies. The detailed use of the SEM-PLS methodology enhances the robustness of the findings, serving as a reliable reference for future research in organizational behavior and human resource management. While the thorough analysis and practical recommendations are commendable, a deeper exploration of why transformational leadership and work-life balance did not significantly affect performance would add further value.</p>	
<p>Is the title of the article suitable? (If not please suggest an alternative title)</p>		
<p>Is the abstract of the article comprehensive? Do you suggest the addition (or deletion) of some points in this section? Please write your suggestions here.</p>	<ol style="list-style-type: none"> 1. Specify the Context: Indicate the specific context or industry (culinary business) to provide a clearer background for the study. 2. Detailed Findings: While the key findings are highlighted, including a sentence about their implications can enhance the abstract's comprehensiveness. 	
<p>Are subsections and structure of the manuscript appropriate?</p>	<p>The theoretical framework is detailed, but dividing the discussion of each theory (e.g., Herzberg's Two-Factor Theory, transformational leadership, work-life balance, and employee engagement) into separate subsections would enhance readability. For indicators requiring verification, cite a reputable reference source, book, or journal.</p>	
<p>Please write a few sentences regarding the scientific correctness of this manuscript. Why do you think that this manuscript is scientifically robust and technically sound? A minimum of 3-4 sentences may be required for this part.</p>	<p>This manuscript is scientifically robust and technically sound due to its rigorous methodology and comprehensive data analysis. Employing Structural Equation Modeling (SEM) with partial least squares (PLS) version 3.0 ensures sophisticated and reliable analysis of variable relationships. The sampling method and size enhance the validity and generalizability of the findings. Additionally, the manuscript uses well-established theories like Herzberg's Two-Factor Theory, offering a solid theoretical framework that supports the study's hypotheses and conclusions.</p>	
<p>Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form. :</p>	<p>The manuscript's references are adequate and recent, encompassing various pertinent studies and theories. Nonetheless, to strengthen the literature review and offer a more thorough background, incorporating a few more recent and relevant sources would be advantageous. Consider the following additional references: Studies on Employee Engagement: Saks, A. M. (2019). <i>Antecedents and consequences of employee engagement revisited</i>. Journal of Organizational Effectiveness: People and Performance, 6(1), 19-38. This article revisits and updates the key antecedents and outcomes associated with employee engagement.</p>	

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Minor REVISION comments Is the language/English quality of the article suitable for scholarly communications?	Grammar and Syntax: Ensure that all sentences are grammatically correct and clear. For example, "The study was carried out at SL CORP INDONESIA in outlet Lodeh Iwak Kali Soto Lawas Tengkleng Ndeso and Mampir Pawon with a population of 151." can be revised to "The study was conducted at SL CORP INDONESIA outlets, including Lodeh Iwak Kali, Soto Lawas, Tengkleng Ndeso, and Mampir Pawon, with a population of 151 employees."	
Optional/General comments	Proofreading: Careful proofreading for typographical errors, terminological consistency, and compliance with the journal's formatting guidelines can greatly enhance the manuscript's presentation.	

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>	

Reviewer Details:

Name:	Doddy Adhimursandi
Department, University & Country	Mulawarman University, Indonesia