

Review Form 3

Journal Name:	Asian Journal of Economics, Business and Accounting
Manuscript Number:	Ms_AJEBA_120573
Title of the Manuscript:	How Green HR Practices Affect Social Responsibility in Tunisian Businesses
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:

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PART 1: Review Comments

Compulsory REVISION comments	Reviewer's comment	Author's Feedback <i>(Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)</i>
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.	The article focuses on GHRM. It serves an integral role in shaping a sustainable economy from the roots. This paper contributes a thorough literature study and empirical evidence in this regard.	
Is the title of the article suitable? (If not please suggest an alternative title)	The title could be more specific and comprehensive of the study undertaken. Suggested title: The positive effects of Green HR Practices on Corporate Social Responsibility - Empirical evidence from Tunisian Business'	
Is the abstract of the article comprehensive? Do you suggest addition (or deletion) of some points in this section? Please write your suggestions here.	The Abstract is Comprehensive. No Suggestions advised.	
Are subsections and structure of the manuscript appropriate?	No. The Subsections are not in structure. Unnecessary subsections have been marked in bold.	
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.	The Article is scientifically and technically correct. It focuses on the three elements of sustainability – Fianace, Ecological and Social. These factors have been analysed in detail in relation to Green Recruitment, Green Training, Green Rewards and Green Remuneration. From the Literature and Emprical evidence, it is inferred that there is a significant relations between them in affecting sustainable performance.	
Are the references sufficient and recent? If you have suggestion of additional references, please mention in the review form.	Yes the references are sufficient.	

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<p>Minor REVISION comments</p> <p>Is language/English quality of the article suitable for scholarly communications?</p>	<ul style="list-style-type: none"> • The Quality of the language is suitable for scholarly communication. However there are a lot of punctuation errors throughout the article. • Throughout the paper a lot of unnecessary punctuations were identified. (For example: In Page 10 – “The education variable), (“Discussion of the Results) (Page 12: after the word sustainability”) • Throughout the article a lot of punctuations and Capitalization of words where ever necessary were missing. (For example: In Page 10, after the word CSR, full stop is missing) • The Acronyms SP, MS are not abbreviated. 	
<p>Optional/General comments</p>	<ul style="list-style-type: none"> • In page 3 – paragraph starting “Job applications can be proceeded....” Is once again repeated in Page 4; starting, “Applications can be made....” • In page 5 – paragraph starting, “The independent variables...” repeats the same information over and over again. • Using Literature references throughout the article can be done in a uniform manner according to Journal guidelines. For example: Some have brackets, some don’t. • The author has used multiple style referencing. It is advised to stick to the Journal’s guidelines. For example: 9. Chemjor E. (2020). An Overview of Green Human Resource Management Practices in Kenya, Africa Journal of Technical & Vocational Education & Training, 2020, 5(1), 111-119. The above reference is in APA style 10. Chen, D., et al, A holistic and rapid sustainability assessment tool for manufacturing SMEs. CIRP Annals - Manufacturing Technology, 2014. 63(1): p. 437-440. The above reference is in Vancouver style 	

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>	

Reviewer Details:

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