

Review Form 3

Journal Name:	Journal of Scientific Research and Reports
Manuscript Number:	Ms_JSRR_127164
Title of the Manuscript:	Cross-Cultural Human Resource Management: Challenges, Adaptation, and Emerging Trends in Diverse Workforces
Type of the Article	Review Article

Review Form 3

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>
<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 important for the scientific community because it provides a focused analysis of cross-cultural HR practices in the Indian context, an area that is often overlooked despite India's cultural and economic diversity. The study enhances understanding of how cultural diversity impacts organizational outcomes and employee performance, providing insights that can influence HR practices globally. I appreciate the manuscript for its clear examination of challenges and emerging trends in cross-cultural HRM, as well as its balanced view of the benefits and limitations of current practices. By advocating for a strategic approach to diversity and adaptation, it offers practical value for HR professionals and contributes to the broader discourse on sustainable, inclusive growth in diverse work environments.</p>	
<p>Is the title of the article suitable? (If not please suggest an alternative title)</p>	<p>The title of the article could be refined to better reflect the study's focus on cross-cultural HR practices in India and its implications for organizational performance and diversity. so my revised title</p> <p>Cross-Cultural HR Practices in Indian Organizations: Impacts on Diversity, Employee Adaptation, and Organizational Performance"</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>	<p>The abstract is generally comprehensive, covering the manuscript's key topics, such as the impact of cross-cultural HR practices, the role of cultural diversity, and the unique challenges in India. However, a few refinements could improve clarity and ensure all main aspects are represented. Here are some suggestions:</p> <p>Add Specific Findings: Include a sentence on specific insights from the findings, such as particular HR practices that effectively support cross-cultural adaptation or any notable trends identified in the Indian context.</p> <p>Clarify Methodology: While the abstract mentions a literature review methodology, specifying the scope (e.g., number of studies or type of sources reviewed) could add clarity.</p> <p>Strengthen Practical Implications: Add a sentence on how the findings can inform actionable strategies for HR professionals, reinforcing the manuscript's practical value.</p>	
<p>Are subsections and structure of the manuscript appropriate?</p>	<p>The manuscript's structure seems generally appropriate, particularly if it follows a clear, logical sequence that covers the introduction, literature review, findings, and conclusion. However, if the manuscript is to be highly effective and engaging, it could benefit from a few specific structural enhancements:</p> <p>Introduction and Background: Ensure there's a distinct section introducing the context of cross-cultural HR practices in India, including relevant background on cultural diversity and institutional challenges.</p> <p>Detailed Literature Review: Given the literature review methodology, this section should be comprehensive, ideally organized by subtopics, such as "Impact on Organizational Performance," "Cross-Cultural Adaptation Factors," and "Emerging HR Trends in India."</p> <p>Findings and Analysis: A dedicated findings section would allow for a clearer presentation of insights from the literature, supported by evidence on the role of specific HR practices in influencing diversity climate and employee adaptation.</p> <p>Practical Implications for HR: Consider a separate subsection that discusses practical implications, offering specific strategies or recommendations for HR professionals based on the findings.</p>	

Review Form 3

	<p>Conclusion and Future Directions: In addition to summarizing the key findings, the conclusion could outline future research directions, especially regarding cross-cultural dynamics in HR practices, to highlight ongoing research needs.</p> <p>If these elements are incorporated as subsections, the structure will likely be well-rounded and effective for readers.</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 appears scientifically robust and technically sound, as it relies on a systematic literature review methodology, which is appropriate for synthesizing existing research on cross-cultural HR practices. The analysis is grounded in credible, peer-reviewed sources that add depth and validity to its findings on diversity, organizational performance, and employee adaptation. Additionally, the focus on the Indian context, with attention to unique cultural and institutional factors, strengthens the study's relevance and applicability. By drawing on a range of studies, the manuscript provides a comprehensive and balanced view, making its conclusions reliable for both academic and practical applications in cross-cultural HR management.</p>	
<p>Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.</p> <p>-</p>	<p>The references are generally relevant and provide a solid foundation, covering key topics in cross-cultural HR practices, cultural diversity, and organizational performance. However, while there are recent sources from 2020 and 2021, there could be more emphasis on very recent studies (e.g., from 2022-2024) to ensure that the findings are aligned with the latest trends and insights in HRM, particularly post-pandemic shifts in HR practices and cross-cultural management. Additionally, a few recent studies focusing on the digital transformation of HR practices or the influence of remote work on cross-cultural adaptation could be valuable additions.</p> <p>Suggested recent references for inclusion:</p> <p>Studies on post-pandemic HR practices, focusing on cultural adaptability and remote team dynamics. Research exploring AI-driven HR practices in multicultural settings, which is relevant given the increasing integration of technology in HRM. Articles or reports on evolving diversity and inclusion strategies, particularly in the Indian corporate sector. Incorporating such references would enhance the manuscript's currency and relevance for today's rapidly evolving HR landscape.</p>	
<p><u>Minor</u> REVISION comments</p> <p>Is the language/English quality of the article suitable for scholarly communications?</p>	<p>Yes</p>	
<p><u>Optional/General</u> comments</p>	<p>nil</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>	

Review Form 3

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