

**Review Form 3**

Journal Name:	<a href="#">Journal of Scientific Research and Reports</a>
Manuscript Number:	Ms_JSRR_127164
Title of the Manuscript:	<b>Cross-Cultural Human Resource Management: Challenges, Adaptation, and Emerging Trends in Diverse Workforces</b>
Type of the Article	<b>Review Article</b>

**Review Form 3**

**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 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.</b></p>	<p>This manuscript presents an important exploration of cross-cultural HR practices in India, addressing the valuable yet understudied intersection of cultural diversity and HR management in the Indian setting. It provides insights into the unique challenges posed by India's cultural diversity, offering contributions that could support the design of more inclusive HR frameworks. However, the methodology lacks clarity, particularly in detailing the criteria for selecting secondary data, which undermines the study's reliability. Additionally, the paper's structure and formatting need refinement: the sub-sections are inadequately organized, with key elements missing, and much of the content is grouped under a single "Methodology" heading. The findings would benefit from alignment with clearly stated objectives, as the paper lacks well-defined objectives to guide the research. These improvements would strengthen its overall rigor and clarity for the scientific community. some points should be taken into care</p> <ol style="list-style-type: none"> <li>1. Introduction should me more clear with some focuses on Cross Culture aspects in HR</li> <li>2. What are the challenges in Cross Culture and HR Management</li> <li>3. Methodology should be clear , for example – what are the steps , what are the sources , what are the measures to select the literatures</li> <li>4. Objectives of the Research is Missing</li> <li>5. Reviews are not properly compiled , reviews that are having same findings and methodology can be discussed together by citing.</li> </ol>	
<p><b>Is the title of the article suitable? (If not please suggest an alternative title)</b></p>	<p>The title, <b>"Cross-Cultural Human Resource Management: Challenges, Adaptation, and Emerging Trends in Diverse Workforces,"</b> is relevant but could be refined to better reflect the focus on the Indian context, as this is a central aspect of the study. Here are some alternative title suggestions that emphasize both the cross-cultural HR aspect and the unique setting:</p> <ol style="list-style-type: none"> <li>1. <b>"Cross-Cultural Human Resource Management in India: Challenges, Adaptation, and Emerging Trends"</b></li> <li>2. <b>"Navigating Cross-Cultural HR Practices in India: Challenges and Adaptation in Diverse Workforces"</b></li> <li>3. <b>"Challenges and Adaptation in Cross-Cultural HR Management: Insights from the Indian Workforce"</b></li> <li>4. <b>"Emerging Trends in Cross-Cultural HR Management: Addressing Diversity in Indian Organizations"</b></li> </ol> <p>Each of these options maintains the focus on cross-cultural HR while highlighting the study's Indian context.</p>	
<p><b>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.</b></p>	<p>To improve the abstract, it should clearly outline the study's aim, significance, and main findings in a structured way that aligns with the content of the full paper.</p>	
<p><b>Are subsections and structure of the manuscript appropriate?</b></p>	<p><b>No subsections are given properly.</b></p>	
<p><b>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.</b></p>	<p>A clear thematic organization, with a focus on empirical evidence from foundational and contemporary studies, strengthens the manuscript's credibility and relevance in addressing current trends and challenges in cross-cultural HRM.</p>	

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Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form. -	up to the mark	
Minor REVISION comments  Is the language/English quality of the article suitable for scholarly communications?		
Optional/General comments	Revised and submit	

### **PART 2:**

	<b>Reviewer's comment</b>	<b>Author's comment</b> (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:

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