

Review Form 3

Journal Name:	Asian Journal of Economics, Business and Accounting
Manuscript Number:	Ms_AJEBA_125524
Title of the Manuscript:	The Role of Strategic Human Resources Management in Merger and Acquisition in Access Bank Nigeria I
Type of the Article	Research Report/ Case Study

General guidelines for the 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 guidelines for the 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 (Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)
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.	Strategic Human Resources Management is imperative for the success of a venture, since organizations are standing upon their performance. The study highlights the crucial role of Strategic Human Resource Management in the context of mergers and acquisitions, specifically within Access Bank, Nigeria. This understanding is essential for organizations navigating the complexities of M&A.	
Is the title of the article suitable? (If not please suggest an alternative title)	Since this is the I part, it seems fine. The Effectiveness of Strategic HRM in Managing Change during Merger and Acquisitions: A Case of Access Bank Nigeria.	
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.	The role of Strategic Human Resource Management (SHRM) in mergers and acquisitions (M&As) is pivotal for ensuring smooth integration, fostering employee retention, and facilitating effective communication, all of which are essential for achieving successful organizational outcomes post-M&A. First line should always be telling about the topic as mentioned above.	
Are subsections and structure of the manuscript appropriate?	Subsections are not appropriate since the whole report is ending upon 1.14. Structure is fine. Sequence should be like for Introduction its 1 and subsection 1.1,1.2 then literature should be 2. Subsection should be 2.1, 2.2 and then Research methodology should be numbered as 3. And Analysis and discussion should be 4 and so on.	
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.	Since it has connectivity in Paper II, at this level this research report is telling about the data set and helpful in understanding the results. Logic and reasoning is perfectly fine. I suggest to follow IMRAD sequence. Secondly, more literature needed to be added. Thirdly, results needs to be discussed as per literature not just the findings to make it research article. Fourthly, section 1.7 and 1.8 is telling about theories but what is your choice here. Just informing about theories is not enough; justification is required for the research relevancy and selection.	
Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.	appropriate	
Minor REVISION comments	Major Revisions. As suggested above.	
Is the language/English quality of the article suitable for scholarly communications?		
Optional/General comments	Paper has potential for publication after the said revisions.	

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:

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