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Journal Name:	Asian Journal of Education and Social Studies
Manuscript Number:	Ms_AJESS_127433
Title of the Manuscript:	ORGANIZATIONAL BEHAVIOR AND WORKPLACE ENVIRONMENT OF TECHNOLOGY AND LIVELIHOOD EDUCATION (TLE) TEACHERS IN PUBLIC SECONDARY SCHOOLS
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 significant for the scientific community as it contributes valuable insights into the relationship between organizational behavior and the workplace environment, specifically within the context of Technology and Livelihood Education (TLE) teachers in public secondary schools. The study's use of a descriptive-correlational design and comprehensive statistical analysis provides a robust understanding of how factors such as leadership style, staff development, and work environment impact teacher motivation and performance. While the finding of no significant relationship between organizational behavior and workplace environment is intriguing, it opens the door for further research to explore other factors that may influence TLE teachers' effectiveness and well-being. I appreciate the study's practical implications for improving the workplace environment and fostering positive teacher collaboration, as these are critical in ensuring that educators are equipped to impart practical skills to students. This manuscript is a valuable addition to the literature on organizational behavior in education and offers actionable recommendations for educational administrators and policymakers.</p>	
<p>Is the title of the article suitable? (If not please suggest an alternative title)</p>	<p>Empowering TLE Teachers: A Study on Leadership, Motivation, and Organizational Culture in Public Secondary Schools (or) The Role of Leadership in Shaping the Workplace Environment of TLE Teachers in Public Schools</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 of the article is generally comprehensive, providing a clear overview of the study's purpose, methodology, key findings, and recommendations. However, there are several areas where improvements can be made to enhance clarity and depth. Revised Abstract: This study examined the relationship between organizational behavior and the workplace environment of Technology and Livelihood Education (TLE) teachers in public secondary schools in Marilog District, Cluster 8-A, Davao City Division. A descriptive-correlational research design was used, with 132 TLE teachers participating in the study and assessing their organizational behavior and workplace environment via a standardized questionnaire. Universal sampling ensured full participation from the population. Data were analyzed using mean scores and Pearson's product-moment correlation (Pearson r). The findings revealed high levels of organizational behavior across four dimensions—autocratic, collegial, custodial, and supportive—and high ratings for the workplace environment, including induction, appraisal, promotion, staff development, and grievance procedures. However, no significant relationship was found between the levels of organizational behavior and the workplace environment. These results suggest that other factors may influence teacher effectiveness and job satisfaction. The study recommends continued efforts to foster harmonious working relationships among teachers and to prioritize improvements in the workplace environment to enhance teacher motivation and capacity to equip students with practical vocational skills. Future research could explore additional variables influencing TLE teachers' performance and well-being.</p>	
<p>Are subsections and structure of the manuscript appropriate?</p>	<p>The overall structure and subsections of the manuscript seem appropriate based on the description provided. The key is ensuring that each section is detailed, logically organized, and clearly written. The methodology should be transparent, the results should be well-supported by data, and the discussion should connect the findings to both theory and practice. Following these guidelines will enhance the manuscript's clarity, depth, and impact within the scientific community.</p>	
<p>Please write a few sentences regarding the scientific correctness of this manuscript. Why do you think that this manuscript is scientifically</p>	<p>This manuscript appears scientifically robust and technically sound due to its clear research design, use of appropriate statistical methods, and systematic approach to data collection and analysis. The descriptive-correlational research design is well-suited for exploring the</p>	

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robust and technically sound? A minimum of 3-4 sentences may be required for this part.	relationship between organizational behavior and the workplace environment, as it allows for a comprehensive examination of the variables without manipulating them. The use of a standardized questionnaire and Pearson's product-moment correlation (Pearson r) ensures that the data analysis is both valid and reliable, providing a solid foundation for the conclusions drawn. Additionally, the study employs universal sampling, which enhances the representativeness of the sample and ensures that the findings are reflective of the entire population of TLE teachers in the target district. Overall, the manuscript demonstrates scientific rigor in its methodology and offers valuable insights into the work environment of TLE educators in public secondary schools.	
Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.	Yes	
<u>Minor</u> REVISION comments Is the language/English quality of the article suitable for scholarly communications?	the language quality of the manuscript appears suitable for scholarly communication, but some minor refinements in sentence structure, word choice, and clarity could enhance its professionalism and readability.	
<u>Optional/General</u> comments		

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>	

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