

Review Form 3

Journal Name:	Journal of Education, Society and Behavioural Science
Manuscript Number:	Ms_JESBS_127446
Title of the Manuscript:	Determinants of Work Engagement in the Public Sector: A Systematic Literature Review and Future Research Agenda
Type of the Article	Systematic Review

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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>
<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>The manuscript offers a valuable contribution to the scientific community by critically consolidating empirical evidence on factors influencing work engagement based on a literature review. It presents the issues faced by public sector employees, offering a sophisticated perspective of motivational drivers in contexts often constrained by bureaucratic structures and limited resources. The systematic approach ensures a thorough synthesis of existing studies, offering valuable insights for scholars and practitioners aiming to enhance employee engagement.</p> <p>Furthermore, the paper points out gaps in the current literature and proposes a future research agenda, making it a pivotal tool for directing empirical studies and theoretical advancements. Its emphasis on work engagement is particularly timely, as public sector organizations worldwide are aiming for improved efficiency and service delivery amidst changing societal demands. The study fosters a multidisciplinary discussion by bridging theoretical frameworks with practical implications for future research.</p> <p>This paper is a useful scholarly resource, offering a robust foundation for advancing research and fostering evidence-based practices in public sector human resource management. Its systematic approach and recommendations underscore its significance for both the academic sector and professional communities.</p>	
<p>Is the title of the article suitable? (If not please suggest an alternative title)</p>	<p>The title of the article is well-suited and aligned with its objectives. It gives readers a quick grasp of the main areas of attention by clearly communicating the study's objectives and scope. It clearly conveys specific area of focus to a certain organizational environment and ensures relevance to a particular audience as well as the main issue of the study. The title is concise yet descriptive. The key terms easily resonate with its target readership. More so, the title obviously states the methodological approach.</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 paper is comprehensive enough to elucidate the significant elements of the research undertaking. The abstract concisely presents the study's aims, methodology, key findings, research implications and statement of originality and value. The choice of keywords is easily navigable making it quick for the researchers alike to explore further related and relevant literature on the same topic of interest.</p>	
<p>Are subsections and structure of the manuscript appropriate?</p>	<p>The subsections and structure of the manuscript is appropriate. The systematic arrangement of parts conform to the standards allowing a smooth and orderly flow of the topics. The structure of the parts of the manuscript gives an orderly transition of the background of the study, methodical approach used, results, discussions, conclusions and future research directions.</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>Since the study pursued a literature review, it is technically sound since the manuscript demonstrates scientific correctness through a systematic literature review. Gathering empirical evidence on work engagement in public sector from 30 articles, the review was sufficient and substantial. The study preserves methodological integrity by using accepted procedures for systematic reviews, such as clear inclusion and exclusion criteria and exacting data extraction techniques. This strengthens the study's validity and relevance. Furthermore, the proposal of a future research agenda underscores its technical soundness, as it points out gaps and offering useful insights, guaranteeing its usefulness for furthering research and real-world implementation in public sector human resource 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>The resources are sufficient enough considering the methodological approach. With 30 articles reviewed and more literature support makes the manuscript robust and comprehensive enough. Although there were outdated references, but it is significant as the study presents the progress and extensive research development of work engagement in the public sector. The</p>	

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	researcher has delved into synthesizing the factors influencing work engagement in public sector in the last twenty years was highly commendable.	
Minor REVISION comments		
Is the language/English quality of the article suitable for scholarly communications?	The language/ English quality of the article is suitable for scholarly communication.	
Optional/General comments	<p>The paper is highly commendable as it presents noteworthy contribution in the field of psychology and public administration domain. One of the highlights of the paper is the presence of multifaceted, systematic searches that will enable the authors to meticulously review existing literature. In narrowing down to the public sector, the manuscript seeks to fill a gap in literature and in practice, which is both significant and seeks to capture a range of factors that affect work engagement in the field under review.</p> <p>On a more practical level, the reporting of determinants such as organizational support, leadership, job resources, and employee well being can be important for policy and practice. Likewise, the proposed future research agenda is valuable as it seeks to highlight the gaps in literature studied and give an overview for other studies to come after it. This perspective enhances the work's relevance for those researchers who wish to investigate new trends and developments.</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)
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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