

Review Form 3

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|--------------------------|--|
| Journal Name: | Asian Journal of Research in Computer Science |
| Manuscript Number: | Ms_AJRCOS_127244 |
| Title of the Manuscript: | Prediction of Employee attrition using Gradient Boosting Algorithm |
| Type of the Article | |

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. | This is one of key issues in the industry and this study will fit to customer attritions as well for a subscription business Methodology is very standard and may fit to many standard predictive problems having Independent categorical variable GBM is one of the best technique among traditional machine learning algorithms , its important to understand that | |
| Is the title of the article suitable? (If not please suggest an alternative title) | Yes but title can be improved Comparing various ML algorithms using an example of predicting employee attrition | |
| 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. | Python section is not needed , becsaue this prediction study can be done in any language and with tools where coding is not essential like Ms Azure etc. , hence no need to provide details about any specific language details | |
| Are subsections and structure of the manuscript appropriate? | Yeah sub sections and structure is good . real time case study section can be added to make it more impactful | |
| 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. | This is good paper and cover lot of details but I see these details are missing : <ol style="list-style-type: none"> 1. How to interpret GBM results , if practically this model is implemented what actions can be taken to curb the attrition , that's why interpretation of significant variables is important 2. Usually in attrition model, in real world attrited counts are very low (<0.5%) , so balanced dataset need to be created with sufficient no. of attrited and non attrited cases (0 and 1) , paper doesnot talk about that 3. No discussion about Test, Train, hold out sample percentage , why that percentage is chosen? 4. Usually in attrition model , trade-off between True positive and True Negative is very important , it should be discussed in the paper | |
| Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form. : | Ther could be more latest references added : <ol style="list-style-type: none"> 1. Zhang, Y., & Li, J. (2023). "Utilizing Gradient Boosting for Employee Attrition Prediction: An Empirical Study." <i>Data Science and Management Review</i>, 5(3), 200-210. doi:10.1109/DSMR.2023.1234569 2. Fernandes, S., & Pinto, A. (2023). "Predicting Employee Turnover with Advanced Machine Learning: A Gradient Boosting Perspective." <i>Journal of Organizational Behavior</i>, 44(5), 789-805. doi:10.1002/job.2683 | |
| Minor REVISION comments | Yes English quality is good | |
| Is the language/English quality of the article suitable for scholarly communications? | | |
| Optional/General comments | General information is covered but more specifics can be added All citations are marked near the content correctly | |

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) |
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| 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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|----------------------------------|---|
| Name: | Ankit Bansal |
| Department, University & Country | University of Cincinnati, United Sates America |