

**Review Form 1.7**

Journal Name:	<b>Asian Journal of Education and Social Studies</b>
Manuscript Number:	<b>Ms_AJESS_119242</b>
Title of the Manuscript:	<b>Impact of Collaborative Decision-Making and Contextual Achievement Motivatio On Organizational Upskilling and Reskilling among Public School Teachers</b>
Type of the Article	

## Review Form 1.7

### PART 1: Review Comments

	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)
<p><b>Compulsory</b> REVISION comments</p> <ol style="list-style-type: none"> <li><b>Is the manuscript important for scientific community?</b> (Please write few sentences on this manuscript)</li> <li><b>Is the title of the article suitable?</b> (If not please suggest an alternative title)</li> <li><b>Is the abstract of the article comprehensive?</b></li> <li><b>Are subsections and structure of the manuscript appropriate?</b></li> <li><b>Do you think the manuscript is scientifically correct?</b></li> <li><b>Are the references sufficient and recent? If you have suggestion of additional references, please mention in the review form.</b></li> </ol> <p><b>(Apart from above mentioned 6 points, reviewers are free to provide additional suggestions/comments)</b></p>	<p><input type="checkbox"/> The study addresses the competence and skills of teachers, which are crucial for educational success. By focusing on upskilling and reskilling, the research contributes to ongoing discussions on how to improve teacher effectiveness and, consequently, student outcomes.</p> <p><input type="checkbox"/> This manuscript is suitable according to title?</p> <ul style="list-style-type: none"> <li>The abstract begins by establishing the importance of teacher competence and skills for a quality education system. This sets a clear context for why the study is important.</li> <li><b>Subscription and structure of manuscript appropriate way.</b></li> </ul> <p>The manuscript references several studies and sources to support its claims and contextualize its research. These include:</p> <ul style="list-style-type: none"> <li>Gouédard et al. (2020)</li> <li>Bano &amp; Muhammad (2020)</li> <li>Liz-Morell (2024)</li> <li>Robutti et al. (2016)</li> <li>Obi &amp; Obiorah (2023)</li> <li>Sarafidou and Chatzioannidis (2013)</li> <li>UNESCO (2022)</li> <li>Mishra (2014)</li> <li>Robles (2012)</li> <li>Sharma (2018)</li> <li>Tomasello et al. (2005)</li> </ul> <p>These references cover a broad range of topics relevant to the study, such as educational systems, collaborative decision-making, teacher motivation, and professional development. The inclusion of these sources indicates that the manuscript is well-supported by existing literature.</p>	
<p><b>Minor</b> REVISION comments</p> <ol style="list-style-type: none"> <li><b>Is language/English quality of the article suitable for scholarly communications?</b></li> </ol>	<p>The manuscript mostly follows correct grammar and syntax, but there are occasional awkward phrasings and complex sentences that could be simplified.</p>	
<p><b>Optional/General</b> comments</p>	<p><b>Overall Impression:</b></p> <p>The manuscript presents a timely and relevant study on the impact of collaborative decision-making and contextual achievement motivation on upskilling and reskilling among public school teachers. This research is particularly significant given the evolving educational landscape and the increased emphasis on professional development in response to challenges such as the COVID-19 pandemic.</p> <p><b>Strengths:</b></p> <ol style="list-style-type: none"> <li><b>Relevance:</b> The study addresses a critical area in education, highlighting the importance of teacher competence and continuous professional development.</li> </ol>	

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	<p>2. <b>Methodology:</b> The use of multiple regression analysis and data collection from a substantial sample of teachers provides a robust foundation for the findings.</p> <p>3. <b>Theoretical Framework:</b> Anchoring the study in established theories such as Goal Setting Theory and Social Psychological Theory adds depth to the research and helps in understanding the motivational aspects of teacher development.</p> <p><b>Areas for Improvement:</b></p> <p>1. <b>Clarity and Conciseness:</b> Some sections of the manuscript are verbose. Streamlining sentences and removing redundancy will enhance readability and comprehension.</p> <p>2. <b>Detailed Explanation of Methods:</b> Providing more details about the surveys and polls used for data collection would clarify the research process and strengthen the study's credibility.</p> <p>3. <b>Consistency in Terminology:</b> Ensuring consistent use of key terms throughout the manuscript will improve clarity. For example, consistently defining and using terms like "upskilling" and "reskilling."</p> <p>4. <b>Grammar and Syntax:</b> Reviewing and refining the manuscript for grammatical accuracy and clearer phrasing will enhance its scholarly tone. This includes breaking down long sentences and ensuring each paragraph focuses on a single idea.</p> <p>5. <b>Recent References:</b> While the manuscript includes relevant references, incorporating more recent studies on professional development, collaborative decision-making, and the impact of the COVID-19 pandemic on education will provide a more up-to-date context for the research.</p>	
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**PART 2:**

	Reviewer's comment	Author's comment <i>(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)</i>
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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