

Review Form 1.7

Journal Name:	Asian Journal of Economics, Business and Accounting
Manuscript Number:	Ms_AJEBA_116171
Title of the Manuscript:	COMPETENCE AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE MEDIATED BY CAREER DEVELOPMENT
Type of the Article	

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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>Compulsory REVISION comments</p> <ol style="list-style-type: none"> Is the manuscript important for scientific community? (Please write few sentences on this manuscript) Is the title of the article suitable? (If not please suggest an alternative title) Is the abstract of the article comprehensive? Are subsections and structure of the manuscript appropriate? Do you think the manuscript is scientifically correct? Are the references sufficient and recent? If you have suggestion of additional references, please mention in the review form. <p><u>(Apart from above mentioned 6 points, reviewers are free to provide additional suggestions/comments)</u></p>	<p>The title of the research paper corresponds to the content of the manuscript. The abstract corresponds to the content of the paper, and it contains required information.</p> <p>Definitions of basic concepts (competence, motivation, career development) could be extended and presented in a more formal style, perhaps direct citations from two sources at least could be used.</p> <p>Here is a comment on the concept of motivation, which might be used by the author(s):</p> <p>Motivation refers to internal stimuli to perform activities; it is affected by interests, aspiration, needs, etc. Managers operate from the outside, creating a suitable environment for employees to achieve performance. External stimuli are to support internal stimuli towards the performance of activities.</p> <p>Other sources on motivation that could be included, for example: Kendra Cherry. (2023). Motivation: The Driving Force Behind Our Actions. Updated on May 03, 2023. Verywell Mind. https://www.verywellmind.com/what-is-motivation-2795378</p> <p>Salman, M., Ganie, S.A. and Saleem, I. (2020), "The concept of competence: a thematic review and discussion", European Journal of Training and Development, Vol. 44 No. 6/7, pp. 717-742. https://doi.org/10.1108/EJTD-10-2019-0171</p> <p>A useful source for definitions of terminology is for example APA Dictionary of Psychology.</p> <ul style="list-style-type: none"> Materials & methods The author(s) applied quantitative methods in the paper, which enabled them to provide a scientific proof of the statistically significant relationships between the variables. The author(s) created 7 hypotheses; all the hypotheses were corroborated. I would suggest to indicate also zero hypothesis for each of the seven hypotheses. Results & discussion: The data provided in the paper are well controlled and robust. Discussion & conclusions Discussion and conclusions seem to be based on actual fact. However, it is not clear whether the tables and figures were processed by the author(s) since no sources are given under the tables and figures. I appreciate that the author compares their own results with those of other researchers. Appropriate statistical analyses were carried out: the author investigated relationships between the basic concepts of the article: work motivation, competence, employee performance, and career development. Conclusion The author concludes the paper with recommendation concerning the future development of the issues studied in the research paper. May I suggest that the author gives some examples of the variables that could be investigated in this context. Most of the references are very recent (dated 2020 – 2024). Sources cited in the paper are relevant; they relate to the topic of the paper and are mentioned in the body text in relevant contexts. The conclusion is supported by the data presented in the paper. <ul style="list-style-type: none"> I would like to make a well-meant recommendation regarding the sources listed in 	

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	<p>the Reference section: the author may have referred also to some European, Chinese and US sources, especially in the introductory part of the research paper (definitions of competence, work motivation, and career development). I have made some corrections in spelling in the body text of the research paper, which are highlighted in red: pp.3, 6, 8, and 9.</p> <p>On the basis of the assessment I recommend to accept the research paper with minor improvements.</p>	
Minor REVISION comments		
1. Is language/English quality of the article suitable for scholarly communications?		
Optional/General 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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