

**Review Form 1.7**

Journal Name:	<b>Asian Journal of Economics, Business and Accounting</b>
Manuscript Number:	<b>Ms_AJEBA_116734</b>
Title of the Manuscript:	<b>The Role of Job Satisfaction as Mediation on The Influence of Work-life Balance and Training on Job Performance with Gender as Control Variable</b>
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><b>Compulsory</b> REVISION comments</p> <p>1. <b>Is the manuscript important for scientific community?</b> (Please write few sentences on this manuscript)</p> <p>2. <b>Is the title of the article suitable?</b> (If not please suggest an alternative title)</p> <p>3. <b>Is the abstract of the article comprehensive?</b></p> <p>4. <b>Are subsections and structure of the manuscript appropriate?</b></p> <p>5. <b>Do you think the manuscript is scientifically correct?</b></p>	<p>Yes, I found this study holds significant importance for the scientific community. By investigating the intricate interplay between job satisfaction, work-life balance, training, and job performance, it offers valuable insights into the dynamics of organizational behavior and productivity. The inclusion of gender as a control variable adds a nuanced perspective, shedding light on potential disparities and inequalities within the workplace. Therefore, the manuscript serves as a crucial resource for advancing knowledge in the fields of human resources, thereby enriching the scholarly discourse and guiding future research endeavors.</p> <p>Title of the manuscript can be improved- Alternative Title: A Study on Impact of Work-Life Balance and Training on Job Performance with mediating role of Job Satisfaction.</p> <ul style="list-style-type: none"> <li>• Abstract- Aim of the study- First line could be more informative, you can start with problem/need then aim, state the implication in the last of abstract such as this study will provide insights to the policymakers, government, organisations and employees.</li> <li>• In Introduction- First line should be improved, repeated words are not attractive such as resources in the single line, use synonym of resources, Mistakes in writing Second line such as effective and quality human of resources (read it again).</li> <li>• Second Paragraph-Don't use he/him to indicate individual's ability. Use of appropriate words such as It instead of this- It indicates instead of this indicates, It is supported instead of this is supported etc.</li> <li>• Kindly add objective of the study in the last second paragraph of the Introduction, Write Need and Significance of the study more clearly, In the last paragraph, add contributions of the study.</li> <li>• Create a linkage between the paragraphs, it must be linked to each other.</li> <li>• In Literature review- Internal factors are factors that are still under the control of the individual, while external factors are factors that outside parties influence- you can these lines as- Internal factors are still under the control.....external factors are influenced by outside parties.....Don't overwrite the lines... I suggest you to write the literature review in paragraph form by making link between the reviews of previous studies.</li> <li>• Don't write as the fifth hypothesis is, the sixth hypothesis is..... Therefore, the following proposition has been developed:</li> <li>• In the review of hypothesis 8, correct the spelling mistake- influencesnce</li> <li>• In Methodology- Correct spelling mistake- hypotheses, "strongly agree.....after agree close it with "bracketing commas".</li> <li>• In Result &amp; Discussion section: Don't write as the percentage of male/female employees.....rewrite these lines as: The data reveals that 46.2% are male.....rewrite this paragraph.</li> <li>• Write properly the interpretation of Table 1: Start it with Table 1 shows that.....and also for other interpretations.</li> <li>• In the result section- It is not effective to use the same line for each paragraph as this line is repeating- The research results show that.....Try to use different words such as- In addition, Based on the above analysis, The analysis shows that.....</li> </ul>	

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<p>6. Are the references sufficient and recent? If you have suggestion of additional references, please mention in the review form.</p> <p><u>(Apart from above mentioned 6 points, reviewers are free to provide additional suggestions/comments)</u></p>	<p>The methodology and data analysis adhere the scientific principles. There is clarity and appropriateness in the research design, the validity and reliability of the measures used the rigor of statistical analyses, and the transparency of reporting results.</p> <ul style="list-style-type: none"> <li>• Please add the DOI of available references.</li> <li>• Correct the alignment of References: 15,16,17</li> <li>• The alignment of all references must be justified.</li> </ul> <p><b>Additional comments</b></p> <ul style="list-style-type: none"> <li>• Add Implications of the Study</li> <li>• Add more limitations &amp; future research directions in the conclusion section.</li> <li>• There are writing/spelling mistakes in the manuscript, check Grammarly.</li> </ul>	
<p><b>Minor</b> REVISION comments</p> <p>1. Is language/English quality of the article suitable for scholarly communications?</p>	<p>The language/English quality is acceptable; it can be improved by employing the above mentioned comments.</p>	
<p><b>Optional/General</b> comments</p>	<p>-</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)
<p>Are there ethical issues in this manuscript?</p>	<p><i>(If yes, Kindly please write down the ethical issues here in details)</i></p>	

**Reviewer Details:**

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<p>Department, University &amp; Country</p>	<p><b>Central University of Punjab, India</b></p>