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Journal Name:	Current Journal of Applied Science and Technology
Manuscript Number:	Ms_CJAST_125527
Title of the Manuscript:	ASSESSMENT OF SAFETY PROGRAMMES ON EMPLOYEE PRODUCTIVITY IN THE OIL AND GAS INDUSTRY IN THE NIGER DELTA AREA, NIGERIA
Type of the Article	

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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>ASSESSMENT OF SAFETY PROGRAMMES ON EMPLOYEE PRODUCTIVITY IN THE OIL AND GAS INDUSTRY IN THE NIGER DELTA AREA, NIGERIA</p> <p>General Comments</p> <ol style="list-style-type: none"> 1. Significance of the Topic: The manuscript addresses a relevant and critical topic assessing the impact of safety programs on employee productivity in the oil and gas sector, particularly in the Niger Delta. Given the unique challenges in this region, the research contributes valuable insights, particularly in comparing indigenous and multinational firms. However, the manuscript could further emphasize the broader implications of the findings for global industries. 2. Clarity and Structure: The paper is generally well-structured and flows logically from the introduction to the conclusion. However, some sections could benefit from more clarity, especially regarding the interpretation of statistical findings and their practical implications for both indigenous and multinational companies. <p>Specific Comments</p> <p>Abstract</p> <ul style="list-style-type: none"> • The abstract provides a concise summary but could better reflect the research's contribution and originality. It would be helpful to clearly state the practical applications of the findings, such as how indigenous firms can adopt best practices from multinational companies. <p>Introduction</p> <ul style="list-style-type: none"> • The introduction is thorough but could benefit from clearer articulation of the research problem. What specific gaps in existing literature does this study address? • The theoretical background could be expanded to include more discussion of safety management theories or frameworks that relate to employee productivity. <p>Literature Review and Theoretical Framework Comments</p> <p>Literature Review</p> <ol style="list-style-type: none"> 1. Clarity of Variables: The manuscript assesses multiple safety program constructs such as management commitment, safety participation, safety compliance, safety promotional policies, safety training, safety knowledge, and employee involvement, and their impact on employee productivity. While these variables are mentioned, the literature review lacks clarity in defining each variable and explaining their importance based on existing studies. It is recommended that the authors provide a more detailed discussion of these variables. For instance: <ul style="list-style-type: none"> ○ Management Commitment: Expand on why management's role is crucial in safety compliance and its link to productivity, using more studies in safety management literature. ○ Safety Participation & Compliance: Discuss the relationship between employee participation in safety programs and compliance, highlighting empirical evidence that shows how these contribute to reducing accidents and improving productivity. ○ Safety Knowledge and Training: Provide studies that demonstrate the effectiveness of safety knowledge and training on improving employee performance, and how these programs can enhance both individual and organizational productivity. 	

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2. **Relationship Between Variables:** The manuscript should better explain the theoretical relationships between the variables. While the correlations between safety programs and employee productivity are discussed, a deeper examination of the mechanisms through which safety programs influence productivity (e.g., reduced accidents, increased employee morale) should be integrated. The discussion should also contrast these relationships in indigenous versus multinational companies, potentially drawing on case studies or meta-analyses from the oil and gas industry or similar sectors.

Theoretical Framework: Supporting Theories: The manuscript lacks an explicit theoretical framework to support the research.

Hypothesis Development: The hypotheses presented in the study could benefit from clearer grounding in theory.

Suggestions for Improvement:

- **Enhancing Hypothesis Grounding:** Each hypothesis should be explicitly linked to the literature and theoretical perspectives, highlighting why and how these variables interact based on prior studies.
- **Framework Diagram:** Including a conceptual framework diagram would be useful for visualizing the hypothesized relationships between safety program constructs and employee productivity. This would make the research model clearer and easier to follow for readers.

Methodology

- **Questionnaire Design:** More details could be provided about the development and validation of the structured questionnaire. Were pilot tests conducted to ensure reliability and validity before distribution?
- **Sample Size and Sampling Method:** The sample size of 250 employees is appropriate; however, the sampling method should be explicitly mentioned. Was it random sampling or convenience sampling?
- **Statistical Tools:** The use of SPSS and XLSTAT is appropriate, but the manuscript could offer more explanation on why these particular tools were chosen and how they align with the study's objectives.

Results

- **Correlation Findings:** The correlation between safety program constructs and employee productivity is interesting, but the discussion could delve deeper into why multinational firms exhibit stronger correlations. The manuscript would benefit from exploring underlying factors, such as better resources, more rigorous safety standards, or stronger organizational cultures in multinational companies.
- **Descriptive Statistics:** The wide variability in the Employee Involvement/Participation construct suggests diverse perceptions. Further elaboration is needed to explain why there is such a disparity among respondents.

Discussion and Conclusion

- **Comparative Analysis:** The discussion could be more robust by comparing findings with other industries or regions beyond the Niger Delta, providing a broader context. How do these findings compare to similar studies conducted in other sectors?
- **Practical Implications:** The conclusion mentions that Indigenous firms should adopt structured safety frameworks, but it lacks specific recommendations. What steps or actions should these firms take to improve their safety management systems?

References

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	<ul style="list-style-type: none"> The references are adequate, but some of the sources are dated. Consider including more recent studies, especially those from the past three years, to ensure the research is grounded in current literature. 	
Is the title of the article suitable? (If not please suggest an alternative title)		
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.		
Are subsections and structure of the manuscript appropriate?		
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.		
Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.		
Minor REVISION comments		
Is the 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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