

Review Form 3

Journal Name:	South Asian Journal of Social Studies and Economics
Manuscript Number:	Ms_SAJSSSE_126348
Title of the Manuscript:	Cultural Diversity and Communication Challenges in Nigerian Workplaces: A Navigating Approach
Type of the Article	Review Article

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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)
<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>I find this manuscript to be a valuable contribution to the study of cultural diversity in Nigerian workplaces. It effectively highlights both the complexities and opportunities arising from Nigeria's rich cultural diversity. The integration of Giles' Communication Accommodation Theory (CAT) is especially useful in explaining the communication dynamics in diverse settings, which adds depth to the study. However, the manuscript could benefit from further empirical support, especially in practical applications and case examples to reinforce its arguments.</p>	
<p>Is the title of the article suitable? (If not please suggest an alternative title)</p>	<p>The title is mostly appropriate as it captures the main focus on "Cultural Diversity" and "Communication Challenges" in Nigeria's workplaces. However, it could be refined to better reflect the focus on practical strategies, perhaps as: "Navigating Cultural Diversity and Communication Challenges in Nigerian Workplaces: Strategic Approaches for Inclusivity and Collaboration"</p>	
<p>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.</p>	<p>The abstract is comprehensive and provides a well-rounded summary of the study's scope, theories, and proposed strategies. One improvement would be to briefly mention the qualitative research approach and emphasize practical examples or key findings from the literature. This could enhance the clarity of the methods and outcomes for readers.</p>	
<p>Are subsections and structure of the manuscript appropriate?</p>	<p>The structure of the manuscript is logically organized, with clear subsections on theoretical frameworks, challenges, and strategies. However, a dedicated discussion section or a subsection under "Strategies for Managing Diversity" that critically analyzes the success of these strategies would enrich the manuscript's depth. Additionally, the introduction could include a succinct outline of the manuscript's structure to guide readers.</p>	
<p>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.</p>	<p>The manuscript demonstrates a strong theoretical foundation by utilizing Giles' Communication Accommodation Theory and other relevant frameworks to discuss intercultural communication. The literature review is thorough, incorporating various perspectives on cultural diversity and workplace dynamics. However, the manuscript would benefit from empirical data to support the proposed strategies and make the findings more robust. This could involve citing quantitative studies or including recent examples from Nigerian workplaces to validate the arguments presented.</p>	
<p>Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form. -</p>	<p>The references are generally sufficient and relevant, spanning both foundational and recent studies. However, adding recent empirical studies on cultural diversity in African workplaces could provide more contemporary perspectives. Additionally, literature from broader cultural diversity studies that compare similar settings outside Nigeria may add further comparative insight.</p>	
<p>Minor REVISION comments</p> <p>Is the language/English quality of the article suitable for scholarly communications?</p>	<p>The language quality is generally suitable for scholarly communication, but some sentences could be streamlined for clarity. Minor grammatical adjustments would help in readability, especially in complex explanations related to CAT and workplace inclusiveness.</p>	
<p>Optional/General comments</p>	<p>While the manuscript focuses on Nigeria, adding a few references to studies from other multicultural societies (e.g., South Africa, India, or the United States) would provide a useful comparative perspective. This would allow readers to contextualize the findings within a broader framework of workplace diversity challenges and strategies. Try to mention other relevant theories briefly, such as Social Identity Theory or Intergroup Contact Theory, to show how CAT fits within a larger framework of intercultural communication theories.</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>	

Reviewer Details:

Name:	Ramil Santos
Department, University & Country	National University Philippines, Philippines