

**Review Form 3**

Journal Name:	<a href="#">South Asian Journal of Social Studies and Economics</a>
Manuscript Number:	Ms_SAJSSSE_126253
Title of the Manuscript:	<b>Determinants of Employee Job Satisfaction: A study of the Public Relations Department of the South Sulawesi Governor's Office</b>
Type of the Article	<b>Original Research Article</b>

**Review Form 3**

**PART 1: Review Comments**

<b>Compulsory</b> REVISION comments	<b>Reviewer's comment</b>	<b>Author's Feedback</b> (Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)
<p><b>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.</b></p>	<p>This manuscript explores the critical factors influencing employee job satisfaction, focusing on the Public Relations Department of a governmental office. Understanding the elements that drive job satisfaction is essential for enhancing employee productivity and reducing turnover rates. The study's findings contribute valuable insights into the role of work motivation and career development in the public sector, which is often overlooked in favor of private sector research. I appreciate the study's context-specific relevance and its practical implications for HR management in governmental organizations.</p>	
<p><b>Is the title of the article suitable? (If not please suggest an alternative title)</b></p>	<p>The current title, "Determinants of Employee Job Satisfaction: A study of the Public Relations Department of the South Sulawesi Governor's Office," is suitable and clearly indicates the scope and focus of the research. However, a more concise alternative could be: "Factors Influencing Job Satisfaction in Public Relations: A Case Study from the South Sulawesi Governor's Office."</p>	
<p><b>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.</b></p>	<p>The abstract provides a clear summary of the study's objectives, methodology, and findings. However, I suggest adding more details about the specific statistical methods used, such as mentioning the significance of the SEM PLS analysis. A brief statement about the practical implications of the findings would also enhance the abstract's comprehensiveness.</p>	
<p><b>Are subsections and structure of the manuscript appropriate?</b></p>	<p>The manuscript's structure, including the sections for Introduction, Methodology, Results, and Conclusion, is well-organized and follows a logical flow. However, it would benefit from the inclusion of a separate "Discussion" section that could delve deeper into the implications of the findings and how they compare to existing literature. Additionally, providing numbered subheadings in the methodology section would improve clarity.</p>	
<p><b>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.</b></p>	<p>The manuscript is scientifically robust, with a clear articulation of variables and a well-defined research methodology. The use of SEM PLS for data analysis is appropriate and adds depth to the study's statistical rigor. The findings are technically sound, demonstrating a significant relationship between the independent variables (motivation and career development) and the dependent variable (job satisfaction). The data analysis aligns well with established theories, such as Maslow's hierarchy of needs and Donald Super's career development theory, thereby supporting the validity of the conclusions.</p>	
<p><b>Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.</b> :</p>	<p>The references are mostly recent and relevant to the topic. They provide a solid theoretical foundation for the study. However, incorporating a few additional references focusing on similar studies in public sector organizations would strengthen the manuscript's literature review. For instance, recent studies on job satisfaction in public administration contexts could provide a more comprehensive theoretical comparison.</p>	

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Minor REVISION comments <b>Is the language/English quality of the article suitable for scholarly communications?</b>	The language is generally clear, but there are some areas where phrasing could be more concise and professional. I recommend a language review to enhance clarity and readability, particularly in the results and discussion sections.	
<b>Optional/General</b> comments	<p>The manuscript is well-researched and offers practical insights that can benefit HR practices in government settings. Including graphical representations of the SEM results would make the data more accessible to readers who may not be familiar with advanced statistical analysis. A discussion on potential limitations and future research directions would also add value.</p> <p>There do not appear to be any ethical issues in the manuscript. The study involves a survey of employees within a government office, and there is no indication of sensitive or confidential information being mishandled. However, it would be advisable to mention whether informed consent was obtained from the participants and if their anonymity was preserved, which are standard ethical considerations for research involving human subjects.</p> <p>The manuscript does not mention any conflicts of interest, and there are no apparent signs of bias or competing interests in the content. If applicable, it would be beneficial for the authors to include a standard statement declaring the absence of competing interests.</p>	

### **PART 2:**

	<b>Reviewer's comment</b>	<b>Author's comment</b> (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)
<b>Are there ethical issues in this manuscript?</b>	<i>(If yes, Kindly please write down the ethical issues here in details)</i>	

### **Reviewer Details:**

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