

Review Form 3

Journal Name:	Asian Journal of Economics, Business and Accounting
Manuscript Number:	Ms_AJEBA_124709
Title of the Manuscript:	Predictors Of Individual Work Performance Among Private Business Companies for An Enhanced Organizational Human Resource Plan
Type of the 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)
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.	The paper clearly outlines that multi-dimensional self-control is the strongest predictor of individual work performance, whereas organizational culture plays a supporting, yet less direct, role. While organizational culture does not significantly impact work performance in isolation, it is still important for creating a conducive environment. Companies should focus on fostering self-control in employees while enhancing the organizational culture to support these individual improvements.	
Is the title of the article suitable? (If not please suggest an alternative title)	The title clearly indicates the focus on predictors of individual work performance and hints at the goal of enhancing an organizational human resource plan. This gives readers a good initial idea of the study's aim. The only problem in this title, does not mention organizational culture and multi-dimensional self-control, which are the main predictors analyzed in the study, While the term "predictors" is used, it doesn't specify the nature of the predictors (e.g., psychological, cultural, or behavioral). Clarifying that the predictors include organizational and personal factors would make the title more informative.	
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.	The abstract provides a concise overview of the study, but it lacks some key details and clarity in certain areas. It effectively identifies the two main predictors , organizational culture and multi-dimensional self-control—as significant influences on individual work performance. However, the abstract could be clearer in explaining how these variables are operationalized and the nature of their impact. The mention of Presidential Decree No. 442 seems somewhat out of place, as it is not directly integrated into the main findings and may confuse readers about its relevance to the research outcomes. Additionally, while the statistical tools are mentioned, there is limited discussion of the actual results beyond overall mean scores, which could be better contextualized. The recommendations are briefly addressed, but they lack specificity regarding how interventions should be implemented to improve culture and self-control. Overall, the abstract provides useful information but could benefit from greater precision and a clearer connection between findings, implications, and practical recommendations.	
Are subsections and structure of the manuscript appropriate?	The structure of the manuscript appears to be generally appropriate, with clear sections covering key elements such as the research design, methodology, findings, and recommendations. However, there may be some improvements needed for better clarity and coherence. Like the sampling method and the questionnaires used could enhance transparency and the statistical findings could be better integrated with the theoretical frameworks to avoid a disjointed presentation.	
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.	The manuscript appears to be scientifically robust and technically sound due to its use of well-established research methodologies, such as the descriptive-correlational design and appropriate statistical tools like Pearson r and Regression Analysis. The sampling method, stratified sampling, ensures a more representative sample of the population, which adds validity to the findings. Furthermore, the use of adopted questionnaires indicates that the measurement instruments are likely to be reliable and validated in prior research. The study's conclusions are based on statistically significant results, ensuring that the relationships between organizational culture, self-control, and work performance are rigorously tested and supported by empirical data.	
Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.	Yes , References are Sufficient.	

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<u>Minor REVISION</u> comments Is the language/English quality of the article suitable for scholarly communications?	Yes, the language is communicable and this manuscript is well-structured and presents valuable insights into the influence of organizational culture and multi-dimensional self-control on individual work performance. However, minor revisions are needed to enhance clarity, particularly in the presentation of results and their practical implications. Additionally, integrating theoretical frameworks more cohesively with the findings could strengthen the overall argument. Addressing these points will improve the manuscript's clarity and impact.	
<u>Optional/General</u> comments	As a reviewer of this article, I find this manuscript to be a valuable contribution to the understanding of how organizational culture and multi-dimensional self-control influence individual work performance in private business settings. The research design is appropriate, and the methodology is well-explained, providing a solid foundation for the findings. However, I encourage the authors to enhance clarity in the presentation of results and to better articulate the practical implications of their recommendations. Additionally, a deeper integration of theoretical frameworks with the empirical data could strengthen the overall argument. Overall, the study holds promise, and with some revisions, it could significantly impact the field of organizational behavior and human resource management.	

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>	

Reviewer Details:

Name:	Shubham Kushwaha
Department, University & Country	University of Allahabad, India