

Review Form 3

Journal Name:	Asian Journal of Education and Social Studies
Manuscript Number:	Ms_AJESS_122941
Title of the Manuscript:	Pattern of Industrial Relations After The Enactment of The Omnibus Law During The Covid-19 Pandemic
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>This manuscript is important for the scientific community as it offers a detailed analysis of the effects of the Omnibus Law on industrial relations in Indonesia during the Covid-19 pandemic. Through qualitative research methods and input from different stakeholders, it provides valuable insights into the changing dynamics between employers and employees in a rapidly evolving socio-economic environment. The findings bring attention to crucial matters concerning labour rights and dispute resolution, which can be useful for policymakers and labour relations practitioners. In general, I commend the manuscript for its comprehensive approach and its potential to contribute significant insights to the ongoing discourse on labour policy and industrial relations in Indonesia.</p>	
<p>Is the title of the article suitable? (If not please suggest an alternative title)</p>	<p>A more specific title is needed to accurately convey the article's focus on the Omnibus Law and its impact on industrial relations amidst the Covid-19 pandemic. A more fitting option for a title could be: "The Impact of the Omnibus Law on Industrial Relations in Indonesia During the Covid-19 Pandemic: A Qualitative Analysis" The title effectively communicates the study's scope and context, enhancing its informativeness for potential readers.</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 offers a clear and comprehensive summary of the study, encompassing its objectives, approach, and significant discoveries. However, there is room for improvement by incorporating:</p> <ol style="list-style-type: none"> 1. Clearly state the main objectives of the study to provide context. 2. Main Results: Briefly summarise the most important findings, specifically regarding the transition from "rights disputes" to "interest disputes." 3. Implications: Provide a succinct overview of the findings' significance for policymakers or practitioners in industrial relations. <p>By incorporating these elements, the abstract would provide a more comprehensive overview of the research and its significance in the field.</p>	
<p>Are subsections and structure of the manuscript appropriate?</p>	<p>The subsections and structure of the manuscript are suitable. The clear organisation into sections like the abstract, introduction, methodology, results, and discussion ensures a logical flow of information. The subsections in this academic paper effectively cover various aspects of the research, allowing readers to easily follow the argument and comprehend the findings.</p> <p>Nevertheless, the manuscript would be improved by incorporating more distinct headings in the results and discussion sections to effectively emphasise important themes and findings. This would improve the clarity and highlight the key aspects of the analysis. In general, the structure effectively supports the objectives of the manuscript.</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>This manuscript showcases its scientific rigour by employing qualitative research methods, specifically conducting in-depth interviews with a diverse group of informants engaged in industrial relations. The study uses purposive sampling to ensure that the chosen participants offer valuable insights into the effects of the Omnibus Law on employment practices amid the Covid-19 pandemic. In addition, utilising well-known data analysis models, like the ones developed by Miles, Huberman, and Saldana, adds credibility to the findings. In general, the meticulous method of gathering and analysing data, along with a precise explanation of the research background, enhances the manuscript's technical integrity and dependability.</p>	
<p>Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.</p> <p>=</p>	<p>The references in the manuscript seem to be relevant, but it is crucial to verify their recency and adequacy in supporting the study's claims. Although some citations are from recent years, others could use updates or additional references to ensure they reflect the most current research and policy developments.</p> <p>Suggested few more sources the authors might find helpful:</p>	

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	<p>1. Researching labour law changes: Seek out recent studies that analyse the impacts of similar labour law reforms in other countries or contexts.</p> <p>2. Government reports or policy analyses: Incorporate up-to-date reports from Indonesian government agencies or international organisations such as the ILO, which provide insights into labour market conditions after the Covid-19 pandemic.</p> <p>3. Explore the latest academic literature on industrial relations, focussing on recent books or articles that offer valuable insights into the dynamics of industrial relations during the pandemic.</p> <p>Adding these sources would enhance the manuscript's basis and offer a more complete perspective on the subject.</p>	
<p><u>Minor REVISION</u> comments</p> <p>Is the language/English quality of the article suitable for scholarly communications?</p>	<p>The article's language and English quality are appropriate for academic communication. The manuscript utilises formal language commonly found in academic writing, and the overall structure is well-organised. However, there are certain aspects that could benefit from enhanced clarity and brevity, including:</p> <p>1. Sentence Structure: Certain sentences could be condensed for improved readability.</p> <p>2. Clearly define all technical terms, especially for readers who may not be familiar with the specific context of Indonesian labour laws.</p> <p>3. A careful review of the text could help identify any small grammatical errors and improve punctuation to enhance clarity.</p> <p>In general, with a few adjustments to enhance clarity and precision, the manuscript would effectively meet the standards for scholarly communication.</p>	
<p><u>Optional/General</u> comments</p>	<p>The manuscript offers valuable insights into a crucial issue impacting industrial relations in Indonesia amidst the Covid-19 pandemic. The text effectively emphasises the shift from conflicts over rights to conflicts over interests that occurred after the Omnibus Law was passed.</p> <p>Consider incorporating additional direct quotes from the informants to enhance the qualitative data and provide readers with a more comprehensive grasp of individual viewpoints. In order to further enhance the manuscript's contribution to the field, it would be beneficial to include a discussion on potential future research directions.</p> <p>The study is well-structured and addresses an important topic, making it a meaningful addition to the literature on labour relations and policy in Indonesia.</p>	

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>
<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>	

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