

**Review Form 3**

Journal Name:	<b>South Asian Journal of Social Studies and Economics</b>
Manuscript Number:	<b>Ms_SAJ SSE_122245</b>
Title of the Manuscript:	<b>The Influence of Environmental Sustainability Initiatives on Employee Morale: The Mediating Role of Organizational Identification</b>
Type of the Article	

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**PART 1: Review Comments**

<b>Compulsory</b> REVISION comments	<b>Reviewer's comment</b>	<b>Author's Feedback</b> <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><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>I appreciate the manuscript because it addresses areas or challenges that have not been fully explored in research, thereby contributing valuable knowledge to the body of literature.</p>	
<p><b>Is the title of the article suitable? (If not please suggest an alternative title)</b></p>	<p>Yes</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>Yes</p>	
<p><b>Are subsections and structure of the manuscript appropriate?</b></p>	<p>Yes</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 lacks scientific robustness, primarily due to the improper application and reporting of statistical methods. Although the manuscript mentions the use of Confirmatory Factor Analysis (CFA), it does not adequately demonstrate how CFA was employed to validate the measurement model. Additionally, the manuscript fails to correctly implement Structural Equation Modeling (SEM), as the necessary combination of factor analysis and multiple regression to indicate dependent and independent relationships is absent. Furthermore, while the importance of CFA is acknowledged, the manuscript relies on Cronbach's alpha as a validating tool, which is not SEM-based. This reliance on Cronbach's alpha, despite extensive literature noting its misuse in SEM contexts (Cho, 2016; Cortina, 1993; Flora, 2020; Schmitt, 1996; Sijsma, 2009), undermines the manuscript's scientific soundness.</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>Refer to references above</p>	
<p><u>Minor</u> REVISION comments</p> <p><b>Is the language/English quality of the article suitable for scholarly communications?</b></p>	<p>Yes</p>	
<p><u>Optional/General</u> comments</p>	<p>The manuscript generally adheres to the major steps required in SEM research, with one significant exception: the assessment of measurement model validity through CFA was not reliably conducted as previously noted. This critical step, which involves comparing the theoretical measurement model against actual data to assess construct validity, was not adequately performed. Furthermore, the next essential step of specifying the structural model, which requires delineating structural paths between constructs, ensuring no arrows enter an exogenous construct, and that each hypothesized relationship accounts for one degree of freedom, was not completed. Although the examination of structural model validity was addressed, the use of a chi-square test would have been more appropriate, as it is uniquely suited among SEM fit measures due to its ability to test for statistical significance.</p>	

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**PART 2:**

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

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