

Review Form 3

Journal Name:	South Asian Journal of Social Studies and Economics
Manuscript Number:	Ms_SAJSSSE_122245
Title of the Manuscript:	The Influence of Environmental Sustainability Initiatives on Employee Morale: The Mediating Role of Organizational Identification
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>The subject is current since the sustainable environment is the challenge to distinguish itself from others and present itself as a company with social responsibility. the involvement of stakeholders is especially the employees surely a beneficial impact on all scales. This means meeting the diverse needs of all people, promoting personal well-being, social cohesion and inclusion, and creating equal opportunities. Sustainable development is about finding better ways of doing things, both for the future and for the present. An approach to sustainable development can bring many benefits in the short and medium term.</p> <p>This is important research which contributes to the success of the company's RSE and sustainable environment policy by identifying the key factors.</p>	
<p>Is the title of the article suitable? (If not please suggest an alternative title)</p>	<p>I suggest the following title:</p> <p>The Influence of Environmental Sustainability Initiatives on Employee Morale : organizational identification as a mediating factor.</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 of the article is comprehensive and gives a clear idea of the research, its objective, methodology, results and conclusion.</p> <p>It provides the most important aspects of the article</p>	
<p>Are subsections and structure of the manuscript appropriate?</p>	<p>The subsections and structure of the manuscript are appropriate but they are also too detailed.</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 over all structure of the paper is clear and appropriate : introduction, methods, results, discussion, conclusion.</p> <p>The author followed an ideal and scientific reasoning, he presented a review of literature, but which is not recent by the presentation of the results of previous works which have addressed this subject. The author refers to related research published by others.</p> <p>The results are statistically analyzed and this analysis was carried out correctly.</p>	

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	<p>The research approach is scientifically clear and well structured. The analysis of the data is carried out in a relevant manner, which proves the reliability of the results.</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 sufficient but they are not recent, many researchers have addressed this subject very recently, for example :</p> <p>Bekhit, K. E., El Leithy, W., & Mahmoud, A. (2023). The impact of green human resource management practices on employee retention and environmental sustainability : A conceptual model. Ymer, 22(01), 1004-1034.</p> <p>Allen, S. (2023). Employees' Perspectives on the Costs and Benefits of Organizations' Environmental Initiatives. Business & Society, 62(4), 787-823.</p> <p>Alkadash, T. M., Nagi, M., Ateeq, A. A., Alzoraiki, M., Alkadash, R. M., Nadam, C., ... & Dawwas, M. (2023). The effects of leadership style on employee sustainable behaviour : a theoretical perspective. In Artificial Intelligence and Transforming Digital Marketing (pp. 205-213). Cham: Springer Nature Switzerland.</p>	
<p><u>Minor REVISION</u> comments</p> <p>Is the language/English quality of the article suitable for scholarly communications?</p>	<p>Good language English quality, The language used is clear and correct. Well-structured scientific writing that meets standards, suitable for scientific communications.</p>	
<p><u>Optional/General</u> comments</p>	<p>Factor influencing morale we can add the involvement of staff in the strategy</p> <p>It is best to start with qualitative research and at the end of the results, you state the hypotheses of the quantitative research.</p> <p>You have not specified the number of semi-structured interviews you have carried out.</p> <p>You did not specify the period of this research.</p> <p>The author did not explain the reasons for choosing the methodology followed for the research.</p> <p>It is preferable to choose a very specific sector of activity, because the results and the perception of employees change the nature of the work.</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:

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