

### Review Form 3

Journal Name:	<a href="#">Asian Journal of Education and Social Studies</a>
Manuscript Number:	Ms_AJESS_123761
Title of the Manuscript:	Teachers` Occupational Well-being and Burnout: An Analysis of Bhutanese Teachers` Data
Type of the Article	Original Research Article

#### **General guidelines for the Peer Review process:**

This journal's peer review policy states that **NO** manuscript should be rejected only on the basis of '**lack of Novelty**', provided the manuscript is scientifically robust and technically sound. To know the complete guidelines for the Peer Review process, reviewers are requested to visit this link:

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**PART 1: Review Comments**

<b>Compulsory</b> REVISION comments	Reviewer's comment	<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>
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.	Considering the limited availability of literature on Bhutanese teachers, this research manuscript is a valuable contribution to the scientific community in Bhutan. It will not only benefit current and future researchers but also provide important insights and implications for similar studies in the field.	
Is the title of the article suitable? (If not please suggest an alternative title)	Given that the study aims to examine occupational well-being, burnout, challenges faced by teachers, and key drivers of job satisfaction, while also seeking to improve their well-being at school, the title could be rephrased as: "An Analysis of Stress and Well-being among Bhutanese Teachers."	
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 of the article is thorough and effectively articulated, clearly conveying the core essence of the study.	
Are subsections and structure of the manuscript appropriate?	The subsections and structure of the manuscript are appropriate.	
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 demonstrates scientific robustness due to use of an appropriate sample size that enhances the reliability of its findings and the analysis is conducted using the latest tool, ensuring that the data interpretation is both precise and aligned with current research standards.	
Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form. :	The references in the manuscript could be strengthened by incorporating more recent studies. Currently, many references are outdated, with only two from 2023 and one from 2021. Given the rapid advancements in this field, including more recent research from 2023 and 2024 would enhance the manuscript's relevance and ensure it reflects contemporary findings. This will provide a more up-to-date foundation for the research and align it with ongoing developments.	

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<p>Minor REVISION comments</p> <p><b>Is the language/English quality of the article suitable for scholarly communications?</b></p>	<p><b>Yes, the language and English quality of the article are well-suited for scholarly communication. The writing is clear, concise, and demonstrates a high level of academic rigor. The terminology used is appropriate for the field, and the structure of the manuscript allows for easy comprehension of complex ideas, making it suitable for an academic audience.</b></p>	
<p><b>Optional/General</b> comments</p>	<ol style="list-style-type: none"> <li>1. It is recommended to update the caption of Table 2 from "Sex" to "Gender" to reflect more inclusive and precise language. This adjustment aligns with contemporary standards of scholarly communication, ensuring that the terminology used is respectful and appropriate for diverse audiences.</li> <li>2. The demographic data presents the educational levels of respondents, categorized as Primary School (18.4%), Middle School (30.7%), and High School (50.9%). The distribution reveals a notably uneven pattern, with a disproportionately higher percentage of respondents from the High School level. This disparity is significant and, if feasible, warrants further examination to ensure balanced representation across all educational categories, which may enhance the robustness of the findings.</li> <li>3. In the discussion and conclusion section, the author notes that, on average, male teachers report slightly lower levels of emotional exhaustion compared to their female counterparts, a finding that has been observed in several research studies. To further strengthen the discussion and conclusion, it would be beneficial to cite recent studies that corroborate this observation. This would provide additional support and context for the findings presented.</li> <li>4. Further, in the discussion and conclusion section, (para-1, lines 6-9), it is advisable to clarify that the observations about anxiety, depression, and emotional exhaustion are derived from the analysis rather than suggestions. For example, the statement could be rephrased as follows: "The analysis indicates that, while anxiety and depression affect both genders, emotional exhaustion appears to be more pronounced among female teachers. This observation highlights that female teachers may be experiencing greater emotional drain and feelings of depletion." This distinction ensures that the findings are presented as evidence-based observations rather than recommendations.</li> </ol>	

**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)
<p><b>Are there ethical issues in this manuscript?</b></p>	<p><i>(If yes, Kindly please write down the ethical issues here in details)</i></p>	

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