

### 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

**Review Form 3**

**PART 1: Review Comments**

<b>Compulsory</b> REVISION comments	<b>Reviewer's comment</b>	<b>Author's Feedback</b> (Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)
<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>The study explores teachers' well-being and burnout, particularly significant in the global context of increasing educational demands and teacher shortages. In Bhutan, where research on this subject is scarce, the study provides valuable insights into the socio-cultural and professional challenges faced by educators. This data contributes not only to national education policy but also to the broader understanding of occupational well-being in developing countries, making it a timely and relevant study.</p>	
<p><b>Is the title of the article suitable? (If not please suggest an alternative title)</b></p>	<p>The concise title accurately reflects the study's scope, focusing on teachers' well-being and burnout in the Bhutanese context. It could remain as it is, but if needed, a slight modification could add clarity and emphasize the methodological approach.</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>The abstract briefly summarizes the research purpose, methodology, and findings. However, it could be improved by:            (i) Adding specific results about the levels of burnout or emotional exhaustion to give readers an immediate sense of the study's key findings.            (ii) Clarifying the statistical methods used, as readers may appreciate knowing whether inferential statistics, in addition to descriptive measures, were applied.</p>	
<p><b>Are subsections and structure of the manuscript appropriate?</b></p>	<p>The manuscript follows a logical structure, with clear divisions for introduction, methodology, results, and discussion. The subsections are appropriately aligned with the research objectives. It might be helpful to emphasize more in the debate how the results specifically contribute to existing literature, particularly in the context of Bhutanese education.</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 appears scientifically sound, employing a quantitative research methodology that measures burnout through validated scales. Using stratified sampling is appropriate, and the statistical analyses (likely correlation or regression based on the topic) seem fitting for this study. Additionally, by examining factors like emotional exhaustion and professional challenges, the research aligns with key theoretical frameworks on occupational well-being and teacher burnout.</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>The references are adequate and cover the necessary theoretical background on burnout and teacher well-being. However, more recent publications (post-2020) could enhance the relevance of the literature review, particularly in light of how global trends in education (e.g., post-pandemic challenges) might relate to teacher burnout.</p>	
<p><b>Minor</b> REVISION comments</p> <p><b>Is the language/English quality of the article suitable for scholarly communications?</b></p>	<p>The manuscript's English is clear but could benefit from additional proofreading to ensure consistency in tense and terminology.            Some sections of the introduction and conclusion could be streamlined to reduce repetition and focus on the novel contributions of this study.</p>	
<p><b>Optional/General</b> comments</p>	<p>The manuscript offers a certain contribution to understanding teacher well-being in Bhutan, a context that has been under-researched. The study's findings could inform both national policies on teacher support and global research on burnout in low-resource educational settings. Minor revisions, particularly in language, academic tone and voice and literature updates, would make this paper even more impactful.</p> <p>There are no apparent ethical concerns explicitly stated in the manuscript. However, it is essential to ensure that the teachers' data were collected with proper informed consent, guaranteeing anonymity and confidentiality. There should also be a statement confirming that the study adhered to ethical guidelines and received approval from an institutional review board (IRB) or equivalent.</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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