

Review Form 3

Journal Name:	Asian Journal of Advanced Research and Reports
Manuscript Number:	Ms_AJARR_123755
Title of the Manuscript:	The Moderating Role of Organisational Culture on Human Resource Practices and Productivity in Public Scientific Research Institutions in Ghana
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 delineates critical insights pertaining to the intricate interrelations existing between Human Resource Management (HRM) practices, the prevailing organizational culture, and productivity metrics within public scientific research entities situated in Ghana. The outcomes elucidated herein augment the comprehension regarding the manner in which HRM practices and organizational cultural paradigms exert influence over productivity, an essential component for the enhancement of institutional efficiency. Notably, the recognition of hierarchical cultural structures as the predominant form and its subsequent impacts on HRM practices as well as productivity underscores the necessity of harmonizing organizational culture with HRM strategic frameworks. The investigative findings bolster the best-fit paradigm concerning HRM practices alongside the theoretical construct of cultural congruence, which possesses the potential to inform subsequent scholarly inquiries and pragmatic applications within analogous settings.</p>	
<p>Is the title of the article suitable? (If not please suggest an alternative title)</p>	<p>The designation of the article is deemed fitting and accurately encapsulates the thematic essence along with the breadth of the inquiry. Nevertheless, an alternative, more elaborate title might be posited as: "Examining the Influence of Human Resource Management Practices and Organizational Cultural Dynamics on Productivity Outcomes: Insights from Public Scientific Research Institutions Operating in Ghana."</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 effectively encompasses a thorough outline of pivotal facets encompassing the study, including its objectives, methodological framework, resultant findings, and concluding implications. It proficiently condenses the primary discoveries and their consequential significance. There exists no discernible necessity for additional elaborations or inclusions.</p>	
<p>Are subsections and structure of the manuscript appropriate?</p>	<p>Especially, the manuscript has a good structure, as all sections have clear subtitles corresponding with the purpose of the research. It is reasonable to begin with descriptive statistics and then continue with correlation and regression analyses, thus providing a high level of scientific rigor to the study. It is justifiable to present the data in this manner, as it helps the reader see the associations among the variables better than narrating them all. In this regard, however, the manuscript still shows a strong scientific foundation given the statistical analysis carried out and theories used in the research.</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 manuscript is devoid of any scientific irregularities and technical errors. Causation relationships are then tested through correlation and regression analyses, which is justified and corresponds to the goals of the study. The data is so solid that the results are valid and appropriate use of the Sobel test for mediation is correct. The findings clarify the role of organizational culture in the relationship between HRM practices and productivity, and this is useful to both scholars and practitioners.</p>	
<p>Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form. =</p>	<p>References: The references are enough and appropriate for the context. They comprise current and reliable literature that advances the arguments made in the research. Other references such as the recent ones on HRM practices among other countries with different cultures could also be added</p>	

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<p>Minor REVISION comments</p> <p>Is the language/English quality of the article suitable for scholarly communications?</p>	<p>Ensure that all tables and figures are correctly labeled as well as referenced in the text.</p> <ul style="list-style-type: none">• All statistical terms and methods should be explained in a way that makes sense to those who know nothing of the particulars of statistical analysis. <p>Language/English Quality: The quality of language and English used in this manuscript is fit for scholarly communication. This paper is written very well, using clear language which would be appropriate for an audience with scientific background.</p> <p>The quality of language and English used in this manuscript is fit for scholarly communication. This paper is written very well, using clear language which would be appropriate for an audience with scientific background.</p>	
<p>Optional/General comments</p>	<p>This research paper has been thoroughly researched and makes interesting contributions to the field. It would benefit from including some limitations regarding the study and possible areas for future studies so that it could present a more comprehensive perspective on the topic.</p>	

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>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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