

Review Form 3

Journal Name:	Asian Journal of Education and Social Studies
Manuscript Number:	Ms_AJESS_121828
Title of the Manuscript:	MODEL OF TEACHER'S PERFORMANCE IN PUBLIC SCHOOLS: Teacher's Performance Triad- Exploring the Nexus of Job Design, Commitment, and Satisfaction
Type of the 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

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>I like this manuscript because it addresses a crucial aspect of educational management by exploring the factors that significantly influence teacher performance, which is essential for achieving high-quality education. The study's comprehensive approach, incorporating job design, organizational commitment, and job satisfaction, provides a well-rounded understanding of the elements that contribute to effective teaching. Additionally, the research's focus on developing a best-fit structural model offers practical implications for policy-making, which can directly impact the improvement of teacher performance. The findings are valuable for educational institutions aiming to enhance teacher effectiveness and student outcomes.</p>	
<p>Is the title of the article suitable? (If not please suggest an alternative title)</p>	<p>Yes, the title of the article is suitable. It clearly reflects the core focus of the study. the title effectively conveys the key elements being investigated and highlights the development of a structural model, making it relevant and informative for readers interested in educational management and teacher performance.</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 as it provides a clear overview of the study's objectives, methodology, key findings, and recommendations. It effectively summarizes the research focus on developing a model of teacher performance based on job design, organizational commitment, and job satisfaction.</p> <p>Suggestions:</p> <ol style="list-style-type: none"> 1. Clarify the Scope: The abstract could briefly mention the context or significance of the study in relation to broader educational challenges or trends. This would provide a stronger rationale for why the research is important. 	
<p>Are subsections and structure of the manuscript appropriate?</p>	<p>Introduction and Literature Review: These sections provide a clear background on the topic, highlight the research gap, and outline the study's objectives. these sections are well-organized, and have strong foundation for the manuscript.</p> <p>Methodology: This section has detailed explaining the research design, sample size, data collection methods, and analytical techniques. It is clear and logical</p> <p>Results and Discussion: The results have presented in a structured manner, with subsections that align with the research objectives. The discussion links the findings to existing literature and theories, offering insights into their implications.</p> <p>Conclusion and Recommendations: The conclusion summarize the key findings and their significance. Recommendations should be practical and based on the study's results, providing clear guidance for policy or further 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>This manuscript appears to be scientifically robust and technically sound due to its well-defined research objectives, which are grounded in established theories of job design, organizational commitment, and job satisfaction. The use of a large sample size of 490 elementary school teachers enhances the reliability and generalizability of the findings. Additionally, the study employs validated and reliable questionnaires, ensuring that the data collected is both accurate and consistent. The comprehensive use of descriptive, correlational, and causal-comparative research designs provides a solid methodological framework, allowing for a thorough exploration of the relationships between the variables. Overall, the manuscript demonstrates a rigorous approach to investigating factors that influence teacher performance, contributing valuable insights to the field of educational management.</p>	

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Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.	The references are relevant	
Minor REVISION comments Is the language/English quality of the article suitable for scholarly communications?	Suitable	
Optional/General comments	Policy Implications: The recommendation for a policy framework is a strong point, but the abstract could be enhanced by briefly suggesting what types of policies or interventions might be most effective based on the findings.	

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>	

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