

### Review Form 3

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|--------------------------|---|
| Journal Name:            | <b>Asian Research Journal of Arts &amp; Social Sciences</b>               |
| Manuscript Number:       | <b>Ms_ARJASS_121646</b>   |
| Title of the Manuscript: | <b>Motivational Factors On Employee Performance In The Private Sector</b> |
| 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

| <b>Compulsory</b> 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><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 paper is promising as it shows the growing emphasis for managers to pay attention to motivational factors such as working condition rather over emphasis on hygiene factors that only prevent dissatisfaction but do not motivate in the long term.</p>   |   |
| <p><b>Is the title of the article suitable? (If not please suggest an alternative title)</b></p>  | <p>The manuscript title is good but there could be little adjustment. This is suggested <b>"Appraising motivational factors on employee performance: Empirical evidence of private sector in Malaysia.</b></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 is adequate. The statement problem, objective, methodology, finding, and recommendation are all properly integrated. There is just a need to add the number of questionnaires shared and the number of valid responses received i.e A cross-sectional survey was employed, and the primary data were purposively collected through the distribution of copies of the questionnaires to 500 staff of private companies in Malaysia out of which 420 copies were validly filled and returned representing 84% response rate.</p> |   |
| <p><b>Are subsections and structure of the manuscript appropriate?</b></p>  | <p>The methodology is not sufficiently explained. The research design, population, sample size determination and justification, data collection, data analysis, ethical approval etc. are some of the things that should be included in the study. .</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>Author demonstrated a good knowledge of the literature. The discussion of the findings was logically presented and supported with exiting studies.</p>  |   |
| <p><b>Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.</b><br/>=</p>   | <p>The references are recent and aligned Page numbers that are missing in few of the listed references should be included.</p>   |   |

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| Minor REVISION comments   |     |  |
| Is the language/English quality of the article suitable for scholarly communications? | Yes |  |
| Optional/General comments   |     |  |

#### PART 2:

|  |  |  |
|--|--|--|
|  | <b>Reviewer's comment</b>  | <b>Author's comment</b> (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) |
| 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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|----------------------------------|-----------------------------|
| Name:                            | Adesina, Idris Adetayo      |
| Department, University & Country | Babcock University, Nigeria |