

Review Form 3

Journal Name:	Asian Journal of Advanced Research and Reports
Manuscript Number:	Ms_AJARR_129375
Title of the Manuscript:	Strategic Leadership and Cross-Generational Management: Strategies for Engaging Multigenerational Workforces
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: 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>
Please write a few sentences regarding the importance of this manuscript for the scientific community. A minimum of 3-4 sentences may be required for this part.	This manuscript contributes significantly to the understanding of multigenerational workforce dynamics. It offers a comprehensive exploration of strategies for engaging diverse generational cohorts in the workplace, supported by theoretical underpinnings such as Upper Echelons Theory. The insights are timely and relevant, providing actionable strategies for organizations to improve collaboration, inclusivity, and productivity across generations.	
Is the title of the article suitable? (If not please suggest an alternative title)	Yes, the title is suitable. It is clear, precise, and reflects the manuscript's content effectively.	
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 is comprehensive, but it could benefit from a brief mention of the specific countries or industries examined. This would enhance clarity and specificity.	
Is the manuscript scientifically, correct? Please write here.	Yes, the manuscript is scientifically robust. The arguments are well-supported with evidence from reputable sources, and the use of Upper Echelons Theory provides a solid theoretical foundation.	
Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.	The references are adequate and mostly recent, but incorporating additional sources that reflect recent trends in technology's role in cross-generational management, especially post-pandemic, could further strengthen the paper.	

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<p>Is the language/English quality of the article suitable for scholarly communications?</p>	<p>The language is clear and appropriate for scholarly communication. Minor edits to improve sentence structure and ensure consistency in terminology might enhance readability.</p>	
<p><u>Optional/General</u> comments</p>	<p>The manuscript could include more real-world examples or case studies to contextualize the strategies discussed. A graphical representation of the proposed framework might also aid comprehension.</p> <p>Comments for Improvement:</p> <ol style="list-style-type: none"> 1. Include specific examples or case studies to contextualize the strategies. 2. Add recent references on technological advancements in workforce management. 3. Consider a visual representation of the key strategies or frameworks. 	

PART 2:

	<p>Reviewer's comment</p>	<p>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></p>
<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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