

Review Form 3

Journal Name:	Journal of Scientific Research and Reports
Manuscript Number:	Ms_JSRR_128219
Title of the Manuscript:	THE EFFECT OF DEMOGRAPHIC FACTORS ON EMPLOYEE PRODUCTIVITY IN THE OIL AND GAS AS WELL AS CONSTRUCTION INDUSTRIES IN THE NIGER DELTA AREA, NIGERIA
Type of the Article	

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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.	Employee productivity is a key focus for both industrial experts and the scientific community, as it underpins the overall success of organizational efforts. Understanding the influence of demographic factors on workforce productivity offers valuable insights. The findings from such studies can inform improvements in recruitment processes, training programs, and other organizational strategies while aiding in the development of productivity frameworks tailored to the needs of industrial experts and the scientific community.	
Is the title of the article suitable? (If not please suggest an alternative title)	I suggest modifying the title as below: THE EFFECT OF DEMOGRAPHIC FACTORS ON EMPLOYEE PRODUCTIVITY: A STUDY IN THE OIL AND GAS AS WELL AS CONSTRUCTION INDUSTRIES IN THE NIGER DELTA AREA, NIGERIA	
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.	Yes	
Is the manuscript scientifically, correct? Please write here.	I recommend including an assessment of the employees' productivity who participated in the survey, along with an analysis of how demographic factors influence their productivity.	
Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.	Yes	
Is the language/English quality of the article suitable for scholarly communications?	Yes. Better to check the grammar to further improvement.	
Optional/General comments	The content seems to be missing a crucial component. While the paper provides an elaborate survey of demographic aspects, it does not address how these demographic factors impact the productivity of the survey participants. Including a detailed explanation of the productivity assessment method would enhance the paper and provide a more comprehensive analysis. I think the Discussion, Conclusion, and Abstract have to include this part. Recommend including the following in the Paper: <ul style="list-style-type: none"> - Methodology: How the employee Productivity assessed - Discuss the impact of demographical aspects related to Productivity - Modify the Abstract and Conclusion accordingly Otherwise, change the title to one suitable for the content of the paper.	

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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