

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	

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.	The manuscript needs to adhere to sound scientific principles and methods to contribute to the scientific community . I suggest as follows: (1). Need to identify important research gap in the current literature in the field to necessitate the exercise in the first place. (2). Provide clear objective (s) for the study. (3). Conduct a comprehensive literature review. (4). Employ accepted methods of data analysis more robust than descriptive statistics used in the study, etc. Following these and more would make the study a valuable resource for both academics and practitioners in the field. This would also ensure that the study sets the stage for further exploration into related fields.	
Is the title of the article suitable? (If not please suggest an alternative title)	Yes.	
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 of the article is generally not comprehensive. I suggest the inclusion of more specific details regarding research questions and/or hypotheses which would make the abstract more informative. Additionally, the lengthy narrations of the results could be reduced to avoid redundancy and ensure the abstract remains concise. Overall, these adjustments will enhance the clarity and impact of the abstract.	
Is the manuscript scientifically, correct? Please write here.	The scientific rigour and accuracy of this manuscript is limited. I noticed potential issues with respect to (1) Absence of a well-defined research question and hypotheses. (2) No literature review: conceptual, theoretical and empirical . Literature review is pivotal to set the stage by providing context, clarity, theoretical foundation and relevant empirical studies. (3). In the methods I also have issues with the use of inappropriate data analysis technique whereby descriptive statistics alone was utilized to draw conclusions. Descriptive statistics do not detect " effect " of independent variable (in this case demographic factors) on the dependent variable (employee productivity) as the paper intended. (4). Cronbach Alpha was mentioned but the values not reported! In all, addressing these issues is necessary to ensure that the manuscript adheres to accepted scientific standards.	
Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.	The references cited in the manuscript are generally sufficient and relevant to the topic. However, I recommend the following more recent studies, particularly in the literature review to enhance the context and depth of the literature review and also in the discussion of results: could provide valuable insights and strengthen the argument. <ol style="list-style-type: none"> Sala, L. T., Nwaogazie, I. L., & Ugbebor, J. N. (2024). A Comparative Analysis of Safety Programs and Employee Productivity in Oil and Gas Versus Construction Industries in the Niger Delta Region. <i>Asian Journal of Advanced Research and Reports</i>, [Online] Available at journalajarr.com. [Accessed on Dec 7, 2024]. Sala, L. T., Nwaogazie, I. L., & Ugbebor, J. N. (2024). Assessment of Safety Programmes on Employee Productivity in the Oil and Gas Industry in the Niger Delta Area, Nigeria. <i>Current Journal of Applied Science</i> 	

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	<p><i>and Technology</i>, [Online] Available at journalcjast.com. [Accessed on Dec 7, 2024].</p> <p>3. Okoro, N. U., Ugwo, C. E., & Onodugo, I. J. (2024). Assessment of Work-Life Balance and Employee Job Satisfaction in Oil and Gas Firms in the Niger Delta Region of Nigeria. <i>International Journal of Multidisciplinary Research and Development</i>,</p>	
	<p>[Online] Available at allmultidisciplinaryjournal.com. [Accessed on Dec 7, 2024].</p> <p>4. Ehiaguina, E., et al. (2024). Safety Culture Assessment in Petroleum Industry: Cross- Sectional Survey of Workers' Safety Performance in the Niger Delta Region, Nigeria. Springer Nature - International Journal of Occupational Safety and Health Management. [Online] Available at link.springer.com. [Accessed on Dec 7, 2024].</p>	
Is the language/English quality of the article suitable for scholarly communications?	Acceptable. However, I notice few spelling errors and inconsistency in reporting the questionnaire response rate. For example, in section 2.0 the response rate was reported as 89.74% and 94.5%. I suggest the need to harmonize the figures.	
Optional/General comments		

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)
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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