

Review Form 3

Journal Name:	Asian Research Journal of Arts & Social Sciences
Manuscript Number:	Ms_ARJASS_129774
Title of the Manuscript:	Exploring Faculty Mobility Amid Regional Economic Disparities: A Qualitative Analysis of Teacher Outflow from Guangxi's Private Universities
Type of the Article	Original Research 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:

<https://r1.reviewerhub.org/general-editorial-policy/>

Important Policies Regarding Peer Review

Peer review Comments Approval Policy: <https://r1.reviewerhub.org/peer-review-comments-approval-policy/>

Benefits for Reviewers: <https://r1.reviewerhub.org/benefits-for-reviewers>

PART 1: Comments

	Reviewer's comment	Author's Feedback (Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)
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 offers valuable insights into faculty mobility in China's private universities, focusing on economic, institutional, and personal factors. It addresses a critical issue in higher education, especially in less-developed regions, contributing to the understanding of regional disparities and faculty retention. The study integrates Push-Pull Theory and Person-Environment (P-E) Fit Theory to analyze faculty decisions to stay or leave. The practical recommendations provided have the potential to inform policies and reforms to reduce faculty turnover and improve the educational environment in economically disadvantaged areas.	
Is the title of the article suitable? (If not please suggest an alternative title)	Based on the content of the manuscript the title " Exploring Faculty Mobility Amid Regional Economic Disparities: A Qualitative Analysis of Teacher Outflow from Guangxi's Private Universities " is suitable.	
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 quite comprehensive; however, some statements could be rephrased to improve clarity, coherence, and simplify the complexity of certain terms.	
Is the manuscript scientifically, correct? Please write here.	The manuscript is scientifically correct and makes a meaningful contribution to the literature on faculty mobility in underdeveloped regions, especially in the context of private universities in China.	
Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.	The references provided are a good mix of foundational works and relevant studies, with a focus on qualitative research methods, teacher retention, and educational disparities in China. However, there are some areas where the references could be strengthened: Include Recent Literature (use references within last 5 years), also, include studies specifically focused on <i>faculty mobility</i> Eg: Ahmad, A., Abid, N., Azeem, A., Sikandar, F., Bashir, R., & Aslam, S. (2024). Foreign-educated academics: Assessing teaching quality and exploring teaching-related challenges. <i>Psychology in the Schools, 61</i>(3), 942-961.	

Review Form 3

<p>Is the language/English quality of the article suitable for scholarly communications?</p>	<p>The language and English quality of the article are generally suitable for scholarly communication but could benefit from some revisions to improve clarity, coherence, and readability. There are instances where complex phrases and terminology could be simplified to enhance the flow and make the content more accessible to a wider audience. Additionally, some sentences may need to be restructured for better readability, and certain expressions could be rephrased to avoid ambiguity or redundancy. Overall, with minor adjustments in phrasing and sentence construction, the manuscript would meet the standards of academic writing for scholarly publications.</p>	
<p>Optional/General comments</p>	<p>The manuscript offers a comprehensive analysis of faculty mobility in private universities in Guangxi, China, focusing on how regional economic disparities and institutional challenges influence faculty retention. Through qualitative research and the application of Push-Pull Theory and Person-Environment Fit Theory, the study identifies key factors like low salaries, ineffective management, and limited professional development opportunities as main drivers of faculty turnover. While the findings provide useful insights and practical suggestions for improving retention, the manuscript could benefit from clearer connections between theory and results, more detailed participant selection criteria, and the inclusion of additional recent references to bolster its arguments. Overall, the study makes a meaningful contribution to the broader conversation on equity and development in higher education, especially in less developed regions.</p> <p>No plagiarism suspected. Based on the information provided, there do not appear to be any competing interest issues in this manuscript. There are no ethical issues in the manuscript.</p> <p>PLEASE SEE ATTACHMENT</p>	

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>	

Reviewer Details:

<p>Name:</p>	<p>Kenneth Besigomwe</p>
<p>Department, University & Country</p>	<p>Uganda Management Institute, Uganda</p>