

**Review Form 3**

Journal Name:	<a href="#">Asian Journal of Education and Social Studies</a>
Manuscript Number:	Ms_AJESS_129846
Title of the Manuscript:	<b>The Strategic Role of Human Resource Quality in Improving School Academic Performance</b>
Type of the Article	

**PART 1: Comments**

	<b>Reviewer's comment</b>	<b>Author's Feedback</b> <i>(Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)</i>
<b>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.</b>	This manuscript underscores the pivotal role of human resource quality in enhancing school academic performance, providing valuable insights for the scientific community. Exploring the connection between competent, well-trained educators and administrators and improved student outcomes, it emphasizes the need for strategic investments in professional development and resource allocation. The findings contribute to the growing body of literature advocating for quality human capital as a cornerstone of academic success, offering evidence-based recommendations for policymakers and educational leaders.	
<b>Is the title of the article suitable? (If not please suggest an alternative title)</b>	The current title, " <b>The Strategic Role of Human Resource Quality in Improving School Academic Performance</b> ," aligns well with the abstract's content, as it highlights the focus on human resource quality and its impact on academic performance. However, it could be made more specific to reflect the study's context and key findings, such as its focus on certified teachers, workload distribution, technological integration, and community engagement. <b>Suggested Alternative Titles:</b> <ol style="list-style-type: none"> <li>1. "Optimizing Human Resource Quality to Enhance Academic Performance: Insights from SMP Negeri 9 Muaro Jambi"</li> <li>2. "The Impact of Teacher Quality and Strategic Human Resource Management on School Competitiveness"</li> <li>3. "Human Resource Quality and Educational Excellence: A Case Study of SMP Negeri 9 Muaro Jambi"</li> </ol>	

**Review Form 3**

<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 comprehensive and effectively summarizes the study's purpose, methods, findings, and conclusions. However, there are a few areas that could be refined or elaborated upon for clarity and completeness:  <b>Suggestions for Improvement:</b></p> <ol style="list-style-type: none"> <li>1. <b>Clarity in Purpose:</b> <ul style="list-style-type: none"> <li>○ Consider briefly stating <i>why</i> SMP Negeri 9 Muaro Jambi was chosen as the focus of the study to provide better context for the research.</li> </ul> </li> <li>2. <b>Detail on Challenges:</b> <ul style="list-style-type: none"> <li>○ While the challenges of uneven workload distribution and limited technological integration are mentioned, adding a specific example or implication of these challenges could strengthen the abstract's impact.</li> </ul> </li> <li>3. <b>Actionable Strategies:</b> <ul style="list-style-type: none"> <li>○ Expand slightly on the actionable strategies, such as specific types of training or examples of collaborative networks, to give the reader a clearer idea of the proposed solutions.</li> </ul> </li> <li>4. <b>Community Engagement:</b> <ul style="list-style-type: none"> <li>○ The role of fostering community engagement could be elaborated upon to show how it directly influences school competitiveness.</li> </ul> </li> <li>5. <b>Streamlining Terminology:</b> <ul style="list-style-type: none"> <li>○ Some phrases like "leveraging local opportunities" could be more specific to enhance precision.</li> </ul> </li> <li>6. <b>Deletion Consideration:</b> <ul style="list-style-type: none"> <li>○ The mention of "competition from alternative educational institutions" could be clarified or omitted if it does not directly tie into the study's primary findings.</li> </ul> </li> </ol>	
<p><b>Is the manuscript scientifically, correct? Please write here.</b></p>	<p>Yes</p>	
<p><b>Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.</b></p>	<p>Yes</p>	
<p><b>Is the language/English quality of the article suitable for scholarly communications?</b></p>	<p>Yes</p>	
<p><b>Optional/General</b> comments</p>	<p>Include recommendations that can guide other researchers in identifying gaps in the literature or practical applications. These recommendations should highlight unexplored areas, emerging trends, or limitations of the current study, serving as a foundation for future research or studies.</p>	

**PART 2:**

	<p><b>Reviewer's comment</b></p>	<p><b>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)</b></p>
<p><b>Are there ethical issues in this manuscript?</b></p>	<p><b><i>(If yes, Kindly please write down the ethical issues here in details)</i></b></p>	

**Reviewer Details:**

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