

Review Form 1.6

Journal Name:	Journal of Pharmaceutical Research International
Manuscript Number:	Ms_JPRI_79366
Title of the Manuscript:	Workforce diversity during Covid-19 and Organizational Performance during Covid-19: Evidence from Pharmaceutical Companies
Type of the Article	

General guideline for 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 guideline for Peer Review process, reviewers are requested to visit this link:

<https://www.journaljpri.com/index.php/JPRI/editorial-policy>

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PART 1: Review Comments

	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)
<u>Compulsory</u> REVISION comments	<p>The paper seems interesting but it requires some important changes. In particular, there are some parts that require important change: introduction and conclusions. Moreover I suggest to improve the literature review. I suggest some papers below.</p> <p>Women do it better: An investigation on the association between gender diversity in board of directors and the financial performance M Rossi, S Galasso, A Capasso International Journal of Economics and Financial Issues 7 (6), 41</p> <p>A study on Entrepreneurial Opportunities in Digital Healthcare post COVID19 from the perspective of Developing Countries. In FORESIGHT - ISSN:1463-6689 Khandelwal, R.; Kolte, A.; Rossi, M.</p> <p>2021. Envisioning the Challenges of the Pharmaceutical Sector in the Indian Healthcare Industry: A Scenario Analysis. DOI:10.1108/JBIM-07-2020-0365. In THE JOURNAL OF BUSINESS & INDUSTRIAL MARKETING - ISSN:0885-8624 Festa, G.; Kolte, A.; Carli, M. R.; Rossi, M.</p> <p>2021. THE CONTRIBUTION OF INTELLECTUAL CAPITAL TO FINANCIAL STABILITY IN INDIAN PHARMACEUTICAL COMPANIES. DOI:10.1108/JIC-03-2020-0091. pp.337-359. In JOURNAL OF INTELLECTUAL CAPITAL - ISSN:1469-1930 vol. 22 (2) Festa, Giuseppe; Rossi, Matteo; Kolte, Ashutosh; Marinelli, Luca</p> <p>Rethinking occupational welfare policies in long-term care organisations during the COVID-19 pandemic: an organisational ethics approach Giorgio Mion; Angelo Bonfanti; Francesca Simeoni; Cristian R. Loza Aduai DOI: 10.1504/IJMFA.2021.116216</p> <p>Cultural approach to healthcare risk management - an Italian experience with look-alike, sound-alike drugs International Journal of Managerial and Financial Accounting doi:10.1504/ijmfa.2021.116220 2021 Vol 13 (1) Giuseppe Festa, Sergio Chirico, Jamel Chouaibi, Renato Civitillo</p>	
<u>Minor</u> REVISION comments	A professional proofreading is required	
<u>Optional/General</u> comments	Paper with good potential but some parts must be cahnged	

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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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