

## Review Form 1.6

Journal Name:	<a href="#">South Asian Journal of Social Studies and Economics</a>
Manuscript Number:	Ms_SAJ SSE_77010
Title of the Manuscript:	Role of Green banking on sustainable Human Resource Management: An Empirical Study on Private Banks of Bangladesh
Type of the Article	Original Research 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:

(<http://peerreviewcentral.com/page/manuscript-withdrawal-policy>)

**Review Form 1.6**

**PART 1: Review Comments**

	<b>Reviewer's comment</b>	<b>Author's comment</b> (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>Compulsory</b> REVISION comments	<ul style="list-style-type: none"> <li>• The Introduction fails to motivate the study. In the present form, it resembles a mini review of literature, rather than discussing any policy level problem. Why this study is necessary? What policy level problem this study is addressing? How the study is expected to provide any solution to that problem? How the choice of sample is complementing that problem?</li> <li>• A good intro presentation could be more structured. It could be the better that the introduction follows the theme of motivation, brief story, literature gap, and contribution. I suggest that the introduction should also be improved with recent citation and gives detail background in proper order. The background can be included different factors related to sustainability and environmental quality and management such as institutions, financial development, carbon emission, foreign direct investment and so on.</li> <li>• Given introduction about sustainability and sustainable development in in the beginning of literature review should be placed in introduction and rearranged it in the introduction part of the chapter. In the beginning of literature review, the previous similar work done shortcoming and background should be presented.</li> <li>• Introduction and Literature: Considering that the direction of the study is in the area, You can incorporate more related studies in such direction to expand the literature content. The work seems to be too old; I didn't see any recent citation in the literature review. The authors have discussed more about sustainability but the factors which are recently studied by several researchers related to sustainable development or vice versa such factors include economic activities, institutions, foreign direct investment, international trade, carbon dioxide emission, financial development, innovation, technology and so on. authors have mentioned several factors such as agriculture and so on. I suggest that the authors should rewrite the literature review in a proper sequence and include the most recent articles. I recommend some recent publications to be cited in the introduction and literature. (1). Khan, H., Weili, L., Khan, I. et al. The effect of income inequality and energy consumption on environmental degradation: the role of institutions and financial development in 180 countries of the world. Environmental Science and Pollution Research (2021). (2). Khan, H., Weili, L., &amp; Khan, I. (2021). Institutional quality, financial development and the influence of environmental factors on carbon emissions: evidence from a global perspective. Environmental Science and Pollution Research, 1-13. (3). Khan, H., Weili, L., &amp; Khan, I. (2021). Environmental innovation, trade openness and quality institutions: an integrated investigation about environmental sustainability. Environment, Development and Sustainability, 1-31. (4). Khan, I., Han, L., &amp; Khan, H. (2021). Renewable energy consumption and local environmental effects for economic growth and carbon emission: evidence from global income countries. Environmental Science and Pollution Research, 1-18. (5). Khan, I., Han, L., Khan, H., &amp; Kim Oanh, L. T. (2021). Analyzing Renewable and Nonrenewable Energy</li> </ul>	

Review Form 1.6

	<p>Sources for Environmental Quality: Dynamic Investigation in Developing Countries. Mathematical Problems in Engineering, 2021. (6). Khan, H., Weili, L., &amp; Khan, I. (2021). Recent advances in energy usage and environmental degradation: Does quality institutions matter? Worldwide evidence. Energy Reports, 7, 1091-1103. (7). Khan, H., Weili, L., Khan, I., &amp; Khamphengxay, S. (2021). Renewable Energy Consumption, Trade Openness, and Environmental Degradation: A Panel Data Analysis of Developing and Developed Countries. Mathematical Problems in Engineering, 2021. (8). Khan, H., Khan, I., &amp; Binh, T. T. (2020). The heterogeneity of renewable energy consumption, carbon emission and financial development in the globe: a panel quantile regression approach. Energy Reports, 6, 859-867. (9). Khan, H., Khan, I., Kim Oanh, L. T., &amp; Lin, Z. (2020). The dynamic interrelationship of environmental factors and foreign direct investment: dynamic panel data analysis and new evidence from the globe. Mathematical Problems in Engineering, 2020. (10). Khan, H., Khan, S., &amp; Zuojun, F. (2020). Institutional quality and financial development: Evidence from developing and emerging economies. Global Business Review, 0972150919892366.</p> <ul style="list-style-type: none"><li>• Likewise, the order and structure of the literature review is inappropriate that's need to be improved. The literature should be rewritten as it too old and not appropriate.</li></ul>	
--	---	--

**Review Form 1.6**

<p><b>Minor REVISION</b> comments</p>	<ul style="list-style-type: none"> <li>• Result and discussion: The result of the study should be further discussed by providing the justification for the observations as well the comparison of the result with other related literature. Use the related incorporations to expand the discussion of the result.</li> <li>• Conclusion should be more extended and provide policy implication for the sample countries separately and how can be this useful in case of other countries</li> <li>• The authors should further include limitation of the study and future research direction in the conclusion section</li> </ul>	
<p><b>Optional/General</b> comments</p>	<p>The study is partially exploratory in nature and includes desk research on existing literature and content analysis to appropriately develop an understanding of the concepts and the role of banking industry towards sustainability in human resource management with special reference to Green Banking (GB) which helps to achieve e-Vacancy advertising, E-recruitment and selection, online based training and development, data warehouse to HR planning etc.</p> <p>This topic and paper is very interesting and should be published in this journal after modification. There are some major issues which need to be addressed;</p> <ul style="list-style-type: none"> <li>• Considering the current form and appropriateness of the study, the quality of the study is below the standard of this journal. Structure of the manuscript: The current study is poor for the following reasons: (i) Insufficient or inappropriate paragraphing and (ii) the order of presentation is inappropriate. (iii)Language should be improved. Typos are inherent in the text</li> </ul>	

**PART 2:**

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

**Reviewer Details:**

<p>Name:</p>	<p><b>Hayat Khan</b></p>
<p>Department, University &amp; Country</p>	<p><b>Shenzhen University, China</b></p>