

Review Form 1.7

Journal Name:	Archives of Current Research International
Manuscript Number:	Ms_ACRI_110993
Title of the Manuscript:	A Guide to People Management Practices focused on the Circular Economy: a Theoretical Approach
Type of the Article	Original Research Article

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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)
<p>Compulsory REVISION comments</p> <p>1. Is the manuscript important for scientific community? (Please write few sentences on this manuscript)</p> <p>2. Is the title of the article suitable? (If not please suggest an alternative title)</p> <p>3. Is the abstract of the article comprehensive?</p> <p>4. Are subsections and structure of the manuscript appropriate?</p> <p>5. Do you think the manuscript is scientifically correct?</p> <p>6. Are the references sufficient and recent? If you have suggestion of additional references, please mention in the review form.</p> <p><u>(Apart from above mentioned 6 points, reviewers are free to provide additional suggestions/comments)</u></p>	<p>The study aims to identify the people management practices organizations must adopt for the circular economy to happen in their processes and businesses. First, it should be checked the article's plagiarism status of the document and found 6% plagiarism, which has low plagiarism detected. Therefore, the article is highly accepted. The study is useful and may contribute to the management of the people in the context of the circular economy for the changing over organizations' performance. The findings of the study do contribute to the existing literature.</p> <p>Comments:</p> <p>1) Abstract: The Abstract of the paper should focus more on the rationale of the study as to why this study was undertaken and the prime objective thereof. The scholar has described the methodology of the research. It is suggested that the abstract explain in clear terms the rationale of the study followed by a brief methodology and major results. However, there are no recommendations stated in the abstract, recommendations are really important to incorporate in the study. The abstract needs to be modified on the suggested lines.</p> <p>2) Grammar English:</p> <p>The author has written the research in a good manner. However, there are some errors like capitalization for instance in the title of the research "focused" should be capitalized like "Focused". Additionally, there are many more corrections on the need for commas before "and" use commas before and throughout the document. There are also some few errors in using the article "The" for instance in the abstract part "literature represents that 20%..... "it should be started with "The literature represents that 20%..... therefore needs to check the document utilization of the definite and indefinite articles "The, A and An"</p> <p>3) Introduction: The introduction part is very brief and described in detail. However, it is not inspirational and the secret behind of study should be incorporated.</p> <p>4) Statement of the problem: The study does not describe the statement of the problem why the study is needed and what are the rational problems behind the study? What drives the author to begin the study must be clearly identified at the beginning of the study statement of the problem.</p> <p>3) Literature: the study doesn't include literature. Literatures are fundamentals for any research. Adding literature particularly from cross-country studies over a period of time particularly the latest one should be suggested.</p> <p>5) Missing citations: The citations are missing in the results and discussions. They are not supported by previous research studies in particular. Even in the introduction, some contents are not supported by the appropriate reference such as "HRM can develop competencies and skills aimed at the circular economy to ensure that this concept is effectively implemented, generating less rejection by those involved concerning adopting the circular economy and better results in its implementation".</p> <p>There are also missing citations in the 1.2.4 Leadership part, "Therefore, the profile of leaders in organizations with circular concepts is the driver of good practices in environmental concepts. After all, a leader mirrors what is practiced daily, leading people in the desired direction". Who said this? does not cite.</p> <p>In addition to this, there are also long statements without citations for instance,</p>	<p>All the suggestions and comments were addressed in the revised manuscript.</p>

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	<p>“The authors make it clear that divergent thinking should be used to generate many ideas; convergent thinking will focus on the choice of ideas to be implemented. Therefore, it is indisputable that, since the Circular Economy is an approach that involves innovation in processes and business, thoughts that facilitate creativity contribute to the organization's strategies”. Who said this?</p> <p>“Considering that reducing pollutant emissions is one of the biggest concerns of companies nowadays in environmental issues, using this model in organizations with Circular Economy concepts would be interesting. It would allow for evaluating the characteristics of leaders in organizations. The model can be used by organizations that wish to implement the Circular Economy concepts. In this way, it is possible to understand its suitability based on ecological issues, or, in this case, to evaluate the necessary changes to meet the Circular Economy demand.” Who said this???</p> <p>It would be better to put citations. Please look again your article in citing each and every statement starting from the introduction part to the discussions.</p> <p>6) Results or findings: As mentioned above, the results are not supported by other research studies. The results of the research have to be checked its consistency with the previous findings (results) whether they are in agreement with your results or not.</p> <p>8) The study does not describe recommendations</p>	
Minor REVISION comments		
1. Is language/English quality of the article suitable for scholarly communications?		
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?	(If yes, Kindly please write down the ethical issues here in details)	N/A