

Review Form 1.7

Journal Name:	Asian Journal of Economics, Business and Accounting
Manuscript Number:	Ms_AJEBA_117306
Title of the Manuscript:	ORGANIZATIONAL JUSTICE AND ITS EFFECTS ON EMPLOYEE RETENTION IN BANANA COMPANIES: A QUANTITATIVE ANALYSIS
Type of the Article	organizational justice

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PART 1: Review Comments

	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>
<p>Compulsory REVISION comments</p> <ol style="list-style-type: none"> Is the manuscript important for scientific community? (Please write few sentences on this manuscript) Is the title of the article suitable? (If not please suggest an alternative title) Is the abstract of the article comprehensive? Are subsections and structure of the manuscript appropriate? Do you think the manuscript is scientifically correct? Are the references sufficient and recent? If you have suggestion of additional references, please mention in the review form. <p><u>(Apart from above mentioned 6 points, reviewers are free to provide additional suggestions/comments)</u></p>	<ol style="list-style-type: none"> The manuscript effectively addresses an important gap in the literature by investigating the effects of organizational justice on employee retention in a specific industry setting. This study has the potential to contribute valuable insights to both academic research and practical implications for organizational management. The title of the article is clear and informative, accurately reflecting the focus of the study. It effectively communicates the key variables and context of the research, making it relevant and engaging for readers. The abstract provides a concise summary of the research, highlighting the key aspects of the study and its implications. It effectively captures the essence of the research findings and can attract readers' interest in exploring the full manuscript. The subsections and structure of the manuscript are well-organized, guiding readers through the research process and findings in a logical manner. The clear structure enhances the readability and comprehension of the study. The scientific rigor of the manuscript is evident through the detailed methodology, data gathering procedure, and statistical analysis presented. The research design aligns with established principles of quantitative research, enhancing the validity and reliability of the study findings. While the references cited are relevant and recent, the inclusion of additional references related to organizational justice, employee retention, and quantitative research methods could further strengthen the theoretical framework and contextual background of the study. Consider incorporating some of the suggested additional references to enrich the literature review. <ol style="list-style-type: none"> I agree with the reviewer's assessment that the manuscript addresses an important gap in the literature and has the potential to contribute valuable insights to the scientific community. I agree that the title of the article effectively conveys the focus and scope of the study, and I believe it accurately represents the key variables and context of the research. I agree that the abstract provides a comprehensive summary of the research, and I believe it effectively captures the essence of the study and its implications. I agree that the subsections and structure of the manuscript are appropriate, and I believe they enhance the readability and understanding of the research process and outcomes. I agree with the reviewer's assessment that the manuscript is scientifically correct based on the information provided in the file. I acknowledge the suggestion to consider additional references related to organizational justice, employee retention, and quantitative research methods to further enrich the literature review and theoretical framework of the study. 	<p>Dear Reviewer,</p> <p>Thank you for your thorough and positive evaluation of the manuscript titled [Title of the Article]. Your feedback provides valuable insights and confirms the manuscript's potential contribution to the academic community.</p> <p>I am pleased to address each of the points raised in your assessment:</p> <ol style="list-style-type: none"> **Gap in the Literature**: I concur with your assessment regarding the significance of addressing the identified gap in the literature. Understanding the effects of organizational justice on employee retention within specific industry settings holds great importance for both scholarly research and practical organizational management. **Clarity of Title**: I appreciate your acknowledgment of the clarity and informativeness of the article's title. Ensuring that the title accurately reflects the study's focus is essential for engaging readers and conveying the research's relevance effectively. **Concise Abstract**: I am glad that you found the abstract to be a concise summary of the research, effectively encapsulating the key findings and implications. A well-crafted abstract is vital for drawing readers' interest and providing a snapshot of the study's contributions. **Structured Manuscript**: Your recognition of the manuscript's well-organized structure is encouraging. A logical arrangement of subsections aids in guiding readers through the research process and enhances the overall readability and comprehension of the study. **Scientific Rigor**: I am grateful for your acknowledgment of the scientific rigor demonstrated in the manuscript, particularly in terms of methodology, data gathering procedures, and statistical analysis. Upholding established principles of quantitative research is paramount for ensuring the validity and reliability of the study findings. **Additional References**: I acknowledge your suggestion to include additional references related to organizational justice, employee retention, and

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		<p>quantitative research methods. Enriching the literature review with relevant sources can further strengthen the theoretical framework and contextual background of the study, and I will consider incorporating some of the suggested references.</p> <p>Regarding the language and English quality of the manuscript, I appreciate your assessment that it is suitable for scholarly communications. Maintaining clarity, professionalism, and adherence to academic standards in language and presentation is a priority, and I will ensure these aspects are upheld in the final version of the manuscript.</p> <p>In conclusion, I am grateful for your positive evaluation of the manuscript's academic writing, research presentation, and attention to detail. Your feedback reinforces the value of this research contribution to the field of organizational justice and employee retention. I remain committed to upholding high standards in my research endeavors and appreciate the opportunity for improvement and enrichment provided through your review.</p> <p>Thank you once again for your time and constructive feedback.</p>
<p>Minor REVISION comments</p> <p>1. Is language/English quality of the article suitable for scholarly communications?</p>	<p>The language and English quality of the article are suitable for scholarly communications. The manuscript is well-written, with clear and concise language that effectively communicates the research findings and implications. The use of technical terms and academic language enhances the professionalism of the article and ensures clarity for readers.</p> <p>I agree with the reviewer's assessment that the language and English quality of the article are suitable for scholarly communications. The feedback provided is appreciated, and I will ensure to maintain the clarity and professionalism of the language in the manuscript. Thank you for the positive evaluation.</p>	
<p>Optional/General comments</p>	<p>Optional/General comments: Overall, the manuscript demonstrates a high standard of academic writing and research presentation. The clarity of language, logical structure, and adherence to scholarly conventions make it a valuable contribution to the field of organizational justice and employee retention. The author's attention to detail and rigorous approach to the research process are commendable.</p> <p>I appreciate the reviewer's positive evaluation of the manuscript. I agree that maintaining a high standard of academic writing, logical structure, and adherence to scholarly conventions is crucial for contributing valuable insights to the field of organizational justice and employee retention. I will continue to uphold these standards in my research work. Thank you for the encouraging feedback.</p>	

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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>	