

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	Quantitative

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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)
Compulsory REVISION comments 1. Is the manuscript important for scientific community? (Please write few sentences on this manuscript) 2. Is the title of the article suitable? (If not please suggest an alternative title) 3. Is the abstract of the article comprehensive? 4. Are subsections and structure of the manuscript appropriate? 5. Do you think the manuscript is scientifically correct? 6. Are the references sufficient and recent? If you have suggestion of additional references, please mention in the review form. <u>(Apart from above mentioned 6 points, reviewers are free to provide additional suggestions/comments)</u>	<p>Yes, there are some amendments need to do mentioned in the above and manuscript.</p> <p>No, need to be amend as “IMPACT OF ORGANIZATIONAL JUSTICE ON EMPLOYEE RETENTION: SPECIAL REFERENCE TO BANANA COMPANIES”</p> <p>No, need to be further improve.</p> <p>Yes, a few amendments need to do</p> <p>Patricianly correct</p> <p>Yes</p>	
Minor REVISION comments 1. Is language/English quality of the article suitable for scholarly communications?	Yes	
Optional/General comments	1. Abstract - The first part of the abstract tries to show the research gap of the study. However, it is a common research gap. You have to give a sound research gap with the research phenomena to the study sample. 2. Background of the study <ul style="list-style-type: none"> 3rd page – 3rd paragraph “Although prior research on employee retention had been conducted (Madurani & Pasaribu, 2022), none of these studies had focused on how organizational justice affects employee retention in banana companies’ offices” The highlighted phrase needs to be amended – you should have to mention it as ‘There are few research had focused...’. Because you cannot mention ‘None of the studies’, it means any researchers do not address the particular problem as a research gap. Then, how do you do research without having a previous research area on that? Therefore, you need to be thoroughly concerned about the usage of those types of wordings. 4th page – 2nd paragraph “The results of this study wouldworkforce management practices”. – no need to mention it. Because you can clearly state this in the abstract and conclusion sections. It is better to separately mention the purpose of the study. Further, it is better to add general, specific objectives, and research problems of the study. 3. Problem statement should be further improved. You need to specifically mention contextual, knowledge etc. gaps related to the <u>prior studies</u> . 4. Literature review – need to be added with citations 5. Hypotheses – change the topic to ‘Development of Hypotheses’ You need to give previous literature evidence on your developed hypotheses and	

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	<p>then mention your hypotheses. Moreover, in this section, you need to state it in the 'Future/Present tense'. Because there is a valid flow in the journal articles. After you complete your analysis section then only you can discuss the result that you have obtained and mention 'What sort of relationship did you find?'.</p> <p>Hence, the hypothesis should be amended as 'There is a significant relationship between organizational justice and employee retention in banana companies' offices in Santo Tomas, Davao del Norte.</p> <p>6. Conceptual framework – needs to be amended (Suggestion given in manuscript)</p> <p>7. Significance of the study – need to be mentioned in one paragraph. No need to separately mention each party.</p> <p>8. Conclusion – add more citation based on literature review.</p> <p>9. Topic should be change</p> <p>Highly appreciate the researchers' efforts and recommend doing more studies in future. Especially, researcher can follow Emerald Insight, Academia, Willey etc. quality articles.</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>	

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