

Review Form 1.6

Journal Name:	Asian Journal of Advanced Research and Reports
Manuscript Number:	Ms_AJARR_83946
Title of the Manuscript:	The Impact of Incentives on Employee Engagement in an Insurance Industry at Colombo District
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:

(<https://www.journalajarr.com/index.php/AJARR/editorial-policy>)

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	<p>Improvement in the Literature is required, particularly on the topic of engagement. Many important recent studies can be mentioned to make the literature more robust and attractive for readership Some example include as follows:</p> <p>Saks, A. M., & Gruman, J. A. (2021). Advanced introduction to employee engagement. Edward Elgar Publishing.</p> <p>Idowu, H. A. O., Soyebbo, K. O., & Adeoye, E. A. (2019). Incentives as correlates of employees loyalty towards management in organisation. African Journal of Business Management, 13(12), 407-414.</p> <p>Ahmed, U., Yong, I. S. C., Pahi, M. H., & Dakhan, S. A. (2021). Does meaningful work encompass support towards supervisory, worker and engagement relationship?. International Journal of Productivity and Performance Management. https://doi.org/10.1108/IJPPM-06-2020-0321</p>	OK I updated it
Minor REVISION comments	<p>Implications section is completely missing. Authors need to enrich the theoretical and practical implications to provide a broader perspective for organizational scholars and management practitioners on the topic based on the findings.</p>	OK I updated it
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)	