

Review Form 1.6

| | |
|--------------------------|--|
| Journal Name: | Asian Journal of Education and Social Studies |
| Manuscript Number: | Ms_AJESS_84219 |
| Title of the Manuscript: | Malita LGU Officials Leadership Practices and Employees' Perception on Readiness To Work From Home Arrangement |
| 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.journalajess.com/index.php/AJESS/editorial-policy>)

Review Form 1.6

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>In addition to , the statements under this domain are as follows; letting others know my beliefs on how to best run the organization I lead obtained 4.62 describes as almost always and interpreted as very high level of leadership influence; give the members of the team lots of appreciation and support for their contributions which obtained 4.54 describes as almost always and interpreted as very high level of leadership influence ; ask "What can we learn?" when things do not go as expected obtained 4.65 describes as almost always and interpreted as very high level of leadership influence; look ahead and forecast what I expect the future to be like which obtained 4.54 describes as almost always and interpreted as very high level of leadership influence ; create an atmosphere of mutual trust in the projects I lead which obtained 4.65 describes as almost always and interpreted as very high level of leadership influence ; and consistent in practicing the values I espouse, and obtained 4.58 describes as almost always and interpreted as very high level of leadership influence .</p> <p>The above statements described as almost always and interpreted as indicates a very high level of leadership influence. The over-all mean is 4.60. Trusting and learning as found in statements 21 and 23, with the same mean of 4.65. Teamwork is critical for an organization to be productive. The leader and employees must collaborate in order to develop employee commitment and skills, solve problems, and be responsive to environmental pressures, (Rosen, M. A. et al, 2018). By fostering collaboration, leaders unleash the energies and talents available in their organization. Shared vision and values bind employees together in collaborative pursuit (Choi,2016). Tasks that require people to interact, communicate and exchange ideas and resources underscore the notion that people have cooperative goals (Jacobs et al.,2013). Moreover, the following statements; I find ways to celebrate accomplishments, which obtained 4.62 describes as almost always and interpreted as very high level of leadership influence; I experiment and take risks with new approaches to my work even when there is a chance of failure, obtained 4.58 describes as almost always and interpreted as very high level of leadership influence ; I am contagiously excited and enthusiastic about future possibilities, which obtained 4.62 describes as almost always and interpreted as very high level of leadership influence ; I get others to feel a sense of ownership for the projects they work on, which obtained 4.77 describes as almost always and interpreted as very high level of leadership influence ; I make sure the work group sets clear goals makes plans, and establishes milestones for the projects I lead, obtained 4.65 describes as almost always and interpreted as very high level of leadership influence ; and, I make it a point to tell the rest of the organization about the good work done by my organization, which obtained 4.69 describes as almost always and interpreted as very high level of leadership influence.</p> <p>It obtained the over-all mean of 4.65 which described as almost always, and interpreted as indicates very high level of leadership influence. The statement found in number 28 got the highest mean of 4.77 - I get others to feel a sense of ownership for the projects they work on. In winning teams, members share in the rewards of their efforts. Leaders give recognition to those contributing to the success of the project and encourage staff members by celebrating team accomplishment regularly. They express pride in the accomplishments of their teams (Harrison, 2020).</p> <p>-----Should use Author/Respondent instead of using I/We.</p> | <p>In addition to, the statements in this domain include: letting others know my beliefs on how to best run the organization I lead, which received 4.62 describes as almost always and interpreted as very high level of leadership influence; show team members lots of appreciation and support for their contributions, which received 4.54 describes as almost always and interpreted as very high level of leadership influence; ask "What can we learn?" when things go wrong, which obtained 4.54 describes as almost always and interpreted as very high level of leadership influence;</p> <p>When things don't go as planned, ask "What can we learn?" which 4.65 describes as almost always and interpreted as very high level of leadership influence; look ahead and forecast what I expect the future to be like which 4.54 describes as almost always and interpreted as very high level of leadership influence; create an atmosphere of mutual trust in the projects I lead which 4.65 describes as almost always and interpreted as very high level of leadership influence. The above statements are almost always described as and interpreted as indicating a high level of leadership influence. 4.60 is the overall average. Statements 21 and 23 both have a mean of 4.65, indicating trust and learning. For a company to be productive, teamwork is essential. In order to develop employee dedication and abilities, solve problems, and respond to environmental challenges, the leader and employees must work together (Rosen, M. A. et al, 2018). Leaders may release the energies and abilities of their organization by encouraging collaboration. Employees work together in pursuit of a common goal and ideals (Choi,2016). Tasks that require people to engage, communicate, and share ideas and resources emphasize the idea that people are working together to achieve their goals (Jacobs et al.,2013).</p> <p>Furthermore, the following statements: I find ways to celebrate accomplishments, which received 4.62 describes as almost always and interpreted as very high level of leadership influence; I experiment and take risks with new approaches to my work even when there is a risk of failure, which obtained 4.58 describes as almost always and interpreted as very high level of leadership influence; I am contagiously excited and enthusiastic about future possibilities, which obtained 4.6 describes as almost always and interpreted as very high level of leadership influence; I am contagiously excited and enthusiastic about future possibilities; which obtained 4.62 describes as almost always and interpreted as very high level of leadership influence ; I get others to feel a sense of ownership for the projects they work on, which obtained 4.77 describes as almost always and interpreted as very high level of leadership influence. It received an overall mean of 4.65, which is usually always and interpreted as indicating a very high level of leadership impact. The statement in number 28 received the highest mean of 4.77 - I help others feel responsible for the tasks they work on.</p> <p>Members of winning teams share in the benefits of their efforts. Leaders recognize people who contribute to the project's success and motivate employees by celebrating team accomplishments on a regular basis. They take delight in their teams' accomplishments (Harrison, 2020).</p> |

Review Form 1.6

| | | |
|----------------------------------|--|--|
| Minor REVISION comments | <p>1. Need Proper re-check and grammatical re-check.</p> <p>2. need to re-check proper numbering</p> <p>3. The study sought to answer the following problem statement such as: 1) Demographic profile of the respondents. 2) The level of the leadership practices of the officials in terms of Modelling the way; inspiring a shared vision; challenging the process; enabling others to act; and encouraging the heart. 3) The level of LGU's readiness to work from home as perceived by the municipal employees. 4) The significant relationship between leadership practices of the officials and LGU's readiness to work from home arrangement as perceived by the employees. ---- Numbering is not appropriate, please re-check.</p> <p>4. As the results shown on the level of "encouraging the heart" increases, the level of employees' readiness to work-from-home also increases.</p> <p>-----Findings or result is realistic and appropriate. But need to recheck sentence making and revision the grammatical small error.</p> <p>5. Conclusion and Recommendation: (i) should connected with research objective not problem statement</p> | <p>1. Done</p> <p>2. Done</p> <p>3. The study sought to answer the following problem statement such as: a) Demographic profile of the respondents. b) The level of the leadership practices of the officials in terms of Modelling the way; inspiring a shared vision; challenging the process; enabling others to act; and encouraging the heart. c) The level of LGU's readiness to work from home as perceived by the municipal employees.</p> <p>4. As the level of "encouraging the heart" improves, so does the level of employee readiness to work from home.</p> <p>5.</p> |
| Optional/General comments | <p>Topic is very good and related with modern situation.</p> <p>Work from home arrangement due to COVID-19 Pandemic is very important concept.</p> | |

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) | None |