

Review Form 1.6

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| Journal Name: | Asian Journal of Language, Literature and Culture Studies |
| Manuscript Number: | Ms_AJL2C_88082 |
| Title of the Manuscript: | A Study on the factors influencing employee motivation and its impact on job performance in Higher Education Institutions in Sultanate of Oman |
| Type of the 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.journalajl2c.com/index.php/AJL2C/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 | <ol style="list-style-type: none">1. Research questions guided this study are not clearly stated.2. The authors do not explain precisely to the readers what they mean by intrinsic and extrinsic motivational factors.3. The author does not explain precisely the theory used to build the constructs of the independent variable and the dependent variable4. Literature review, method, and references section are very poor. | <ol style="list-style-type: none">1. Agree with reviewer. Included and highlighted in yellow.2. Agree with the reviewer. Included in literature review and highlighted.3. The model was developed based on review of related literature. Modifications made by including the explanations in the literature review. Changes highlighted.4. Disagree. No changes are made. |
| Minor REVISION comments | | |
| Optional/General comments | Overall, the paper is not well prepared. | |

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) |
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| Are there ethical issues in this manuscript? | (If yes, Kindly please write down the ethical issues here in details) | |