

Review Form 1.6

Journal Name:	Asian Research Journal of Arts & Social Sciences
Manuscript Number:	Ms_ARJASS_86102
Title of the Manuscript:	Participation in Decision-Making and Perceived Organizational Support as Predictors of Psychological Safety among Secondary School Staff
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:

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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>
<u>Compulsory</u> REVISION comments	<p>The manuscript "Participation in Decision Making and Perceived Organizational Support as Predictors of the Psychological Safety of Staff in a General Education School" is written on a topical issue. The degree of employee involvement in decision making and perceived organizational support have been studied as predictors of psychological safety among secondary school employees in Anambra State, Nigeria. The study was conducted using modern techniques and complies with international practice. Three standardized measures of psychological safety, perceived organizational support, and participation in decision-making were used to collect data. Two hypotheses were tested using well known research tools. The sample consisted of 150 employees working in secondary schools in Anambra State, Nigeria. Three standardized measures of psychological safety, perceived organizational support, and participation in decision-making were used to collect data. It is revealed that the increase in support of the organization contributes to psychological security. At the same time, increasing or decreasing participation in decision-making does not contribute to psychological security in the organization. An extensive database of literary sources is involved. The authors reasonably recommend a reform of the policy of participation in management and management support for employees of a general education school, as this has a positive effect on psychological safety in the workplace.</p> <p>Given the practical significance of the work and the need for modern methods for studying various aspects of the problem under consideration, I recommend the authors to focus their future work on the following aspects. 1. Research methods should provide meaningful information. To do this, it is necessary to improve the methods for estimating the parameters characterizing the state of the object of study. In the evidence base, it is necessary to answer the question: how can survey tools measure the response of interviewed employees to various environmental factors and how can the current situation in society be corrected? 2. I believe that the correlation analysis and the coefficients of this technique, which determine the degree of dependence and closeness of connections, need to be replaced. This is especially important in real conditions, when the possibilities of digital transformation of processes have increased, and the population and the sphere of education and upbringing of young people are experiencing the consequences of the pandemic, the turbulence of the state of the socio-political sphere. It is necessary to look for a system of indicators that would allow measuring and adjusting practical actions in such a sensitive area as work with youth.</p>	<p>The authors appreciate the constructive reviews and recommendations given by the reviewer regarding the enhancement of the current paper and for informing the choice of futures studies. All the suggestions have been noted and have been incorporated into the revised version of the manuscript.</p>
<u>Minor</u> REVISION comments		
<u>Optional/General</u> comments		

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>	