

Review Form 1.6

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)
<u>Compulsory</u> 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.	
<u>Minor</u> REVISION comments		
<u>Optional/General</u> 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)
Are there ethical issues in this manuscript?	(If yes, Kindly please write down the ethical issues here in details)	

Reviewer Details:

Name:	Basilius Redan Werang
Department, University & Country	Ganesha University of Education, Indonesia