

Review Form 3

Journal Name:	Journal of Economics, Management and Trade
Manuscript Number:	Ms_JEMT_129913
Title of the Manuscript:	Optimizing Operational Efficiency: A Case Study of Attitudinal, Stress, and Performance Factors in Security Personnel
Type of the Article	

General guidelines for the 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 guidelines for the Peer Review process, reviewers are requested to visit this link:

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PART 1: Comments

[illegible]

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Is the language/English quality of the article suitable for scholarly communications?		
<u>Optional/General</u> comments	<p>Interpretation and Discussion: Table 1: Provide a more in-depth interpretation of the descriptive statistics in the context of security guard performance. Table 2: Quantify the strength of the relationships in Table 2 using terms like "small," "moderate," or "large" based on established guidelines. Table 3: Provide a detailed interpretation of the regression coefficients, including their practical significance. Table 4: Create interaction plots to visualize the moderating effects of job satisfaction and interpret them in detail.</p> <p>Results Data Visualization: Add visual aids like graphs or tables to make the findings more accessible. Practical Implications: Discuss actionable insights for organizations to address the impact of job satisfaction on performance. Limitations: Explicitly address study limitations within this section for greater transparency.</p> <p>Discussion Connection to Literature: More explicitly compare and contrast the findings with existing research to highlight the study's contributions. Practical Recommendations: Expand on specific steps that organizations can take to enhance job satisfaction and performance. Future Research Directions: Propose detailed areas for further research to encourage ongoing exploration of the topic.</p> <p>Conclusion Key Findings: Emphasize the significance of the study's findings in relation to security personnel management. Call to Action: Provide a stronger call to action for industry stakeholders, encouraging them to apply the study's recommendations. Broader Implications: Reflect on the relevance of the findings for other high-stress occupations to extend the study's impact. Limitations: Acknowledge the limitations of the study, such as the cross-sectional design, self-selection bias, and reliance on self-reported data. Add Implications</p> <ul style="list-style-type: none">• Policy Implications: The findings of this study have significant implications for policymakers and security regulators. The results can inform the development of policies and regulations that promote the well-being and professional development of security personnel.• Industry Implications: The study's findings can be utilized by security companies to improve recruitment, training, and management practices. This includes implementing strategies to enhance job satisfaction, reduce stress, and optimize work schedules.• Societal Implications: The study contributes to a better understanding of the factors that influence the performance and well-being of individuals in high-stress occupations. This knowledge can be applied to improve the working conditions and overall well-being of employees in various sectors. <p>Scope for Future Study</p> <ul style="list-style-type: none">• Longitudinal Studies: Conduct longitudinal studies to examine the long-term effects of age, attitude, work stress, and job satisfaction on security guard performance and career trajectories.• Qualitative Research: Conduct qualitative interviews with security guards to gain deeper insights into their experiences, perceptions, and challenges.• Comparative Studies: Conduct comparative studies to investigate the performance and well-	<p>Noted and revised</p> <p>Effectuated</p> <p>Revised</p> <p>Revision made</p>

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	<p>being of security guards in different sectors (e.g., private vs. public, urban vs. rural) and across different countries.</p> <ul style="list-style-type: none">• Intervention Studies: Conduct intervention studies to evaluate the effectiveness of specific interventions aimed at improving job satisfaction, reducing stress, and enhancing performance among security guards (e.g., training programs, employee wellness programs, flexible work arrangements).	
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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>	