

### Review Form 3

Journal Name:	<a href="#">Journal of Economics, Management and Trade</a>
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

	Reviewer's comment	Author's Feedback <i>(Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)</i>
<b>Please write a few sentences regarding the importance of this manuscript for the scientific community. A minimum of 3-4 sentences may be required for this part.</b>	Broader Context: The introduction would be strengthened by discussing the broader implications of security guard performance on public safety, possibly supported by relevant statistics or case studies. Problem Definition: Expanding the discussion of the consequences of poor security personnel performance would underline the urgency of addressing the research questions. Literature Gap: A more thorough review of existing literature, particularly highlighting gaps this study addresses, would provide a stronger foundation for the research.	
<b>Is the title of the article suitable? (If not please suggest an alternative title)</b>	The title alignment should be revised to center alignment for better presentation.	
<b>Is the abstract of the article comprehensive? Do you suggest the addition (or deletion) of some points in this section? Please write your suggestions here.</b>	Clarity of Focus: While the abstract summarizes the objectives and findings, explicitly stating the research issue would provide greater clarity and context for the reader. Presentation of Results: Including a qualitative summary of findings, such as explaining how job satisfaction influences performance, would enhance the abstract's impact. Practical Implications: The conclusion in the abstract would benefit from incorporating practical recommendations for security organizations or policymakers based on the findings	
<b>Is the manuscript scientifically, correct? Please write here.</b>	Sampling Strategy: Details on how the sample of 405 security guards was selected would add clarity and address potential biases. Data Collection Tools: The specific instruments used for surveys and interviews, along with their reliability and validity, should be described to enhance credibility. Statistical Analysis: The explanation of statistical methods could be more detailed, particularly regarding assumptions and potential limitations. Normality and Linearity: The handling of non-normal data and non-linear relationships requires clearer justification or alternative approaches. Generalizability: Discussing the applicability of findings to private-sector security personnel or other regions would broaden the study's relevance. Ethics: While ethical approval is noted, more detail on maintaining confidentiality and obtaining consent would strengthen the methodology's rigour.  <b>Areas for Improvement</b> <b>Data Suitability:</b> Normality: The manuscript mentions that non-normal data exists, but how it was handled is not addressed. Consider data transformations (e.g., logarithmic, square root) or non-parametric	

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	<p>alternatives if transformations are unsuccessful.  Heteroscedasticity: The manuscript mentions that Attitude and Hours Daily have heterogeneous variances. Consider robust regression methods or weighted least squares regression.  Linearity: The manuscript states that none of the variables showed a significant linear relationship. Re-evaluate this finding by creating scatter plots and consider transformations if necessary. Explore alternative models like non-linear regression if linearity cannot be achieved.</p>	
<p><b>Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.</b></p>		
<p><b>Is the language/English quality of the article suitable for scholarly communications?</b></p>		
<p><b><u>Optional/General</u> comments</b></p>	<p><b>Interpretation and Discussion:</b>  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.  <b>Results</b>  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.  <b>Discussion</b>  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.  <b>Conclusion</b>  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.  <b>Limitations:</b> Acknowledge the limitations of the study, such as the cross-sectional design, self-selection bias, and reliance on self-reported data.  Add <b>Implications</b></p> <ul style="list-style-type: none"> <li>• <b>Policy Implications:</b> 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.</li> <li>• <b>Industry Implications:</b> 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.</li> <li>• <b>Societal Implications:</b> 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</li> </ul>	

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	<p>employees in various sectors.</p> <p><b>Scope for Future Study</b></p> <ul style="list-style-type: none"><li>• <b>Longitudinal Studies:</b> Conduct longitudinal studies to examine the long-term effects of age, attitude, work stress, and job satisfaction on security guard performance and career trajectories.</li><li>• <b>Qualitative Research:</b> Conduct qualitative interviews with security guards to gain deeper insights into their experiences, perceptions, and challenges.</li><li>• <b>Comparative Studies:</b> Conduct comparative studies to investigate the performance and well-being of security guards in different sectors (e.g., private vs. public, urban vs. rural) and across different countries.</li><li>• <b>Intervention Studies:</b> 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).</li></ul>	
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### **PART 2:**

	<b>Reviewer's comment</b>	<b>Author's comment</b> <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>
<b>Are there ethical issues in this manuscript?</b>	<i>(If yes, Kindly please write down the ethical issues here in details)</i>	

### Reviewer Details:

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