

Review Form 3

Journal Name:	Asian Research Journal of Arts & Social Sciences
Manuscript Number:	Ms_ARJASS_131314
Title of the Manuscript:	Occupational Health and Safety from The Management Organization Perspective
Type of the Article	Policy Article

Review Form 3

PART 1: Comments

	Reviewer's comment Artificial Intelligence (AI) generated or assisted review comments are strictly prohibited during peer review.	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>
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.	This manuscript brings a valuable perspective to the field of Occupational Health and Safety (OHS) by examining its integration within management practices. It highlights how leadership styles, corporate culture, and evolving management theories influence workplace safety. In today's fast-changing work environments, where employee well-being is a priority, this study provides a timely and meaningful discussion. By linking OHS to broader organizational effectiveness, the manuscript offers insights that can benefit both academic researchers and industry professionals.	Thank you for your fruitful comment.
Is the title of the article suitable? (If not please suggest an alternative title)	The current title is well-aligned with the content, but a slightly refined version, such as " Occupational Health and Safety: A Management Organization Perspective ", might make it more concise and engaging.	Thank you for your fruitful comment. We have just changed the title.
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.	The abstract effectively outlines the key themes but could be strengthened by briefly summarizing the main findings and recommendations. Adding a sentence about how leadership and organizational culture shape OHS strategies would enhance its clarity and impact.	
Is the manuscript scientifically, correct? Please write here.	The manuscript is well-researched and presents a solid theoretical foundation. It successfully integrates classical, neoclassical, behavioral, and modern management theories with OHS practices. The discussion on leadership styles and organizational culture is particularly insightful. The arguments are logically structured, making it a strong contribution to the literature.	Thank you for your fruitful comment.
Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.	The references are extensive and well-chosen, covering a broad range of relevant theories.	Thank you for your fruitful comment. We have just changed the
Is the language/English quality of the article suitable for scholarly communications?	A few sections could benefit from minor grammatical refinements for smoother readability, but overall, the writing is of good scholarly quality.	Thank you for your fruitful comment. We have just changed the
Optional/General 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>	We used the literature review. So there is no ethical issues.