

Review Form 3

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|--------------------------|---|
| Journal Name:            | South Asian Journal of Social Studies and Economics   |
| Manuscript Number:       | Ms_SAJ SSE_131199   |
| Title of the Manuscript: | Unraveling the Black Box: The Nexus between Sustainable HRM Practices and Sustainable Performance |
| Type of the Article      |   |

PART 1: Comments

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|--|--|---|
|  | <b>Reviewer’s comment</b><br>Artificial Intelligence (AI) generated or assisted review comments are strictly prohibited during peer review.  | <b>Author’s Feedback</b> (Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here) |
| 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. | The Manuscript studies the impact of SHRM on the sustainability performance of the organization using signaling theory as the foundation of their hypothesis. Sustainable HRM integrates sustainability principles in to HRM policies and practices. It is an important aspect for creating an ethical, responsible and environment caring business that benefits both people and planet. SDG goals are widely being adopted in organizations these day with increased awareness. The use of signaling theory in the study is appreciated since not many studies have been constructed on SHRM using it so it will be of much important to scientific community both in the concept front and methodology front. | Noted   |
| Is the title of the article suitable?<br>(If not please suggest an alternative title)  | Yes, it is suitable.   | Thanks s  |
| 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 is comprehensive. The author has used the acronyms SHRM and SHRMP in the abstract, expansion of the same can be used for first time and then acronyms can be used thereafter.   | Ok  |
| Is the manuscript scientifically, correct? Please write here.  | Yes, it is Scientifically Correct.   | Thanks  |
| Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.                              | The References are quite sufficient.   | Ok  |
| Is the language/English quality of the article suitable for scholarly communications?  | Yes, it is suitable for scholarly communications.  | Ok  |
| Optional/General comments  | Well written manuscript. Line alignments and spacing between sentences to be same. Reference section formats to be checked. Journal names to be given in italics. Alignments in Tables is not proper.  |   |

PART 2:

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|--|---|--|
|  | <b>Reviewer’s comment</b>   | <b>Author’s comment</b> (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) |  |