

Review Form 3

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

	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.	The researcher in this study presents an important study on the relationship between Sustainable Human Resource Management Practices (SHRMP) and sustainable performance, integrating signaling theory as its theoretical foundation. The research offers significant theoretical and managerial contributions, particularly in the manufacturing sector. However, there are some areas where the manuscript needs improvements in terms of clarity, methodological rigor, theoretical depth, and discussion of implications.	Noted
Is the title of the article suitable? (If not please suggest an alternative title)	The title is well-crafted and relevant in the contemporary period but this could be more specific. It is advised to Consider highlighting the mediation role of sustainable practices in the title.	Ok
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 appropriate and comprehensive but could benefit from explicitly stating the key findings in quantitative terms. For instance, reporting effect sizes or significance levels in statistical term would strengthen the clarity of the results.	Noted and revised

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Is the manuscript scientifically, correct? Please write here.	The manuscript is scientifically valid since it uses proven theoretical foundations, specifically signalling theory, to study the relationship between Sustainable HRM Practices (SHRMP) and sustainable performance. However, while the conceptual foundation is sound, the book might use a more extensive justification of sample selection and potential constraints in generalisability. Furthermore, clarity in the operationalisation of key notions, as well as a more in-depth examination of the consequences for academics and industry, would improve the study's scientific rigour.	Effectuated
Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.	Author have have carried out extensive review of literature but it could be more beneficial to the reader if it focused more on related literature and references. Please check the relevancy of the references and supplement them with more references related to HRM resources.	Noted
Is the language/English quality of the article suitable for scholarly communications?	the language/English quality of the article is suitable and appropriate for scholarly communications. Please proofread the article thoroughly.	Done revision
<u>Optional/General</u> 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>	