

Review Form 3

Journal Name:	Journal of Scientific Research and Reports
Manuscript Number:	Ms_JSRR_129850
Title of the Manuscript:	The moderating effect of Work Engagement in the relationship between Occupational Stress and Job Performance
Type of the Article	Empirical Research Article.

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>
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 addresses a critical and highly relevant issue in occupational psychology and organizational management, particularly for high-stress professions like law enforcement. By investigating how work engagement moderates the relationship between occupational stress and job performance, the study provides actionable insights for enhancing employee performance and well-being. The findings have practical implications for organizational policies in stress management and employee engagement strategies.	
Is the title of the article suitable? (If not please suggest an alternative title)	The title effectively conveys the focus of the study. However, it could be simplified for broader accessibility, such as: <i>"The Role of Work Engagement in Mitigating Occupational Stress Effects on Job Performance."</i>	
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 well-written and concise but could benefit from explicitly stating the key statistical findings (e.g., the R-squared increase from the moderation analysis). This addition would emphasize the quantitative significance of the results.	
Is the manuscript scientifically, correct? Please write here.	Yes, the manuscript is scientifically robust. The research methodology, including sampling, data collection tools, and statistical techniques, is appropriate for the study objectives. However, clarification on the sampling technique (random purposive sampling) and its potential biases would strengthen the scientific rigor.	
Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.	Most references are relevant and up-to-date, but the manuscript would benefit from citing more recent studies (post-2020) on occupational stress in law enforcement or similar fields.	

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Is the language/English quality of the article suitable for scholarly communications?	The language is clear and suitable for scholarly communication. Minor grammatical refinements are recommended to improve readability (e.g., simplifying complex sentences in the introduction and conclusion).	
Optional/General comments	<ul style="list-style-type: none">The slope analysis figure should include clearer labels and legends for easier interpretation.Ethical considerations in the research process, such as participant consent and data confidentiality, should be explicitly stated.	

PART 2:

	Reviewer’s comment	Author’s comment (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)	

Reviewer Details:

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