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	**FULL PAPER**

<mark>**PART 1:**</mark> **Comments**

	Reviewer's comment	Author's Feedback *(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.	This manuscript is important for the scientific community because it highlights how work engagement can help reduce the negative impact of occupational stress on job performance. By focusing on police officers, who often work in stressful environments, the study offers valuable insights into ways to manage stress and maintain productivity. The findings can help employers develop strategies to keep employees engaged and performing well, even in high-pressure situations. This research also encourages further exploration of how engagement can be boosted in various jobs to support a healthier, more effective workforce.	
Is the title of the article suitable? **(If not please suggest an alternative title)**	The title is grammatically correct and aligns well with the abstract.	
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 but could benefit from a few enhancements for clarity and completeness. Some additions: • Research Methodology: Briefly mention the research methods used, such as the sample size, data collection techniques, or analysis methods, to give readers a better understanding of the study's approach. • Key Findings: Provide a more specific/analytical summary of the key findings, such as the degree to which work engagement moderates the relationship between occupational stress and job performance. • Implications: Include a sentence on the practical or theoretical implications of the findings for organizations or future research.	
Is the manuscript scientifically, correct? Please write here.	The manuscript is scientifically correct; however, it can be further improved especially in: • Identifying a Research Problem: evidence on occupational stress and its impact on job performance specifically among police offices or any related field of works. • Proposing Research Framework and Hypothesis Development: After the literature review, the authors shall provide the research framework of the study and followed by hypotheses development. • Collecting Data: Justifying further on the data collection process especially on the purposive sampling technique. What are the criteria used to purposively select the respondents? • Providing reliability of measurement items: the authors shall provide the reliability analysis findings of the items used to measure variables in the study. • Drawing Conclusions: The conclusion you provided seems generally scientifically plausible.	
Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.	The references provided cover a wide range of studies related to occupational stress, job performance, and work engagement.	

Is the language/English quality of the article suitable for scholarly communications?	The article is suitable for scholarly communications	
Optional/General comments		

	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)*	

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