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| Journal Name:  | [**Asian Research Journal of Arts & Social Sciences**](https://journalarjass.com/index.php/ARJASS)  |
| Manuscript Number:  | **Ms\_ARJASS\_131938**  |
| Title of the Manuscript:  | **Exploring the Psychological Predictors of Career Contentment Among Young Bankers.**  |
| Type of the Article  |  |

**PART 1: Comments**

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|  | **Reviewer’s comment**

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| **Artificial Intelligence (AI) generated or assisted review comments are strictly prohibited during peer**  |
| **review.** |  |

  | **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 addresses a critical gap in the literature by exploring the psychological predictors of career contentment among young bankers, a demographic often overlooked in organizational research. The findings highlight the significant role of emotional intelligence in fostering career satisfaction, offering valuable insights for organizations aiming to enhance employee well-being and retention. Additionally, the study’s focus on gender dynamics in the Nigerian banking sector provides a unique perspective on evolving workplace equity, making it relevant for both academic and practical applications in human resource management.  |   |
| **Is the title of the article suitable?** **(If not please suggest an alternative title)**  | The title is appropriate and clearly reflects the study's focus. However, it could be slightly refined for precision. Suggested Alternative Title: "The Role of Emotional Intelligence, Work Environment, and Gender in Career Contentment Among Young Bankers in Nigeria." |   |
| **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 provides a good overview of the study's aims, methodology, and key findings. However, it could be improved by:  * Adding a sentence on the practical implications of the findings for organizations.
* Removing overly specific details (e.g., days of data collection and local government areas) to maintain focus on the core findings.
* Clarifying the significance of the low R² value (4.8%) and its implications for future research.
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| **Is the manuscript scientifically, correct? Please write here.**  | The manuscript is scientifically sound, with a clear research design, appropriate statistical analyses, and logical interpretation of results. However, the low explained variance (R² = 0.048) suggests that other factors may influence career contentment, which should be acknowledged as a limitation. Additionally, the non-significant effect of the work environment contrasts with existing literature and warrants further discussion.  |   |
| **Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.**  | The references are generally sufficient and include key studies on emotional intelligence, work environment, and gender dynamics. However, some areas could benefit from more recent or additional references:  * Role of organizational culture, communication and leadership style on job satisfaction (e.g., Manner Tampubolon & Risma Harati, 2019).

 * Advancing Gender Equality in Banking: The Role of Female Directors and Board Monitoring in Driving Financial Performance (e.g., Waqas Tariq & Adeel Tariq, 2024).
 |   |
| **Is the language/English quality of the article suitable for scholarly communications?**   | The language is generally clear and appropriate for scholarly communication. However, some sentences are overly long or repetitive, which could be streamlined for better readability. A thorough proofreading for grammar and sentence structure is recommended.  |   |
| **Optional/General** comments   | The cross-sectional design limits causal inferences, and the low explained variance suggests the need for exploring additional predictors. Future Research: Longitudinal studies and the inclusion of variables like job autonomy, leadership style, and organizational culture could enhance understanding of career contentment. |   |

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| **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:**

**Leong Wee Phin, Mahsa University, Malaysia**