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| Journal Name:  | [**Asian Journal of Education and Social Studies**](https://journalajess.com/index.php/AJESS)  |
| Manuscript Number:  | **Ms\_AJESS\_133477**  |
| Title of the Manuscript:  | **THE APPLICATION OF EXPECTANCY THEORY MODEL AS A CATALYST FOR LABOUR ACT TOWARDS OPTIMUM PERFORMANCE AT WORKPLACES IN NIGERIA**  |
| Type of the Article  |  |

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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.**  | The manuscript is well structured. The researcher has focused on the expectancy theory model toward optimum performance at workplaces in Nigeria. The researcher has focused on valency theory (work and Motivation) The researcher has used primary data where, the sample size, research design, sample technique, and hypotheses are as per the objectives mentioned in the research.  |   |
| **Is the title of the article suitable?** **(If not please suggest an alternative title)**  | Yes  |   |
| **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.**  | No, the abstract of the article is as per the aim of the study, methodology, and findings, so nothing should be added or deleted from an abstract.  |   |
| **Is the manuscript scientifically, correct? Please write here.**  | yes  |   |
| **Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.**  | Reference needs to be added, and it should be APA format.  |   |
| **Is the language/English quality of the article suitable for scholarly communications?**  | Yes  |   |
| **Optional/General** comments   | Reference should be in proper format. there is no ethical issue in this paper No, there are no competing issues in this manuscript. |   |

**PART 1: Comments**

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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:**

**Harleen Kaur, Gujarat Technological University, India**