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| Journal Name: | [**Asian Journal of Education and Social Studies**](https://journalajess.com/index.php/AJESS) |
| Manuscript Number: | **Ms\_AJESS\_140878** |
| Title of the Manuscript: | **Leadership Style Among Employers And Employee Performance: A Regressional Analysis** |
| Type of the Article | Original Research Article |

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| PART 1: Comments | | |
|  | Reviewer’s comment **Artificial Intelligence (AI) generated or assisted review comments are strictly prohibited during peer review.** | **Author’s Feedback** (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 paper discusses the impact of different styles of leadership on employees' performance in a local government unit in the Philippines. Its empirical nature involving regression analysis and stratified sampling adds significant data to public sector management research. The results offer detailed information regarding which styles of leadership are most desirable and effective in the given government setting, thus being useful for scholars and practitioners of organizational behaviour and human resource management. This study enriches our knowledge on how the balanced use of leadership models may increase motivation, job satisfaction, and productivity in public organizations. | Thank you. |
| **Is the title of the article suitable?**  **(If not please suggest an alternative title)** | The present title,*Leadership Style Among Employers And Employee Performance: A Regressional Analysis,*is suitable since it correctly indicates the principal focus, research approach, and topic of the investigation. If a shorter option is needed, then: **Leadership Styles and Employee Performance in Local Government: A Regression Approach.** | Thank you for your recommendation, however we choose to stick with our original title because it is what we utilized since the beginning. Furthermore, there's no need to change I believe the title because it already specifically represents our target respondents without realizing where primarily they work. |
| 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 gives a good summary of the research aims, method, and key results. It states the importance of transformational and laissez-faire leadership on performance and includes the quantitative method. To enhance:   * Clearly identify the most potent and weakest predictor within the leadership styles. * Identify the particular sample setting (i.e., Local Government Unit of Cateel). * Think about cutting incidental methodological details to focus on highlighting principal findings and recommendations. | As authors, we ensure that the analysis between the leadership styles were explained in the abstract. We managed to pinpoint the weakest and most potent among the leadership styles and you can read it in the abstract. We also mentioned that our target respondents are working in the LGU of Cateel. For your last finding, we added a statement that highlights the principal finding and recommendation of this article. Thank you. |
| Is the manuscript scientifically, correct? Please write here. | The paper is scientifically rigorous in design, sampling, and analytical method. Use of validated tools for both leadership styles and performance measure is suitable. Regression and correlation analysis are correctly applied and findings are placed in context with supportive references. The discussion is based on the literature and interprets findings correctly. No significant methodological weaknesses are evident; interpretations are consistent with quantitative evidence provided. | Thank you. |
| **Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.** | The citations are adequate and up-to-date, ranging from foundational to contemporary research on leadership and organizational behaviour (many between 2015 and 2022). Key theories and modern research are represented well. To further enhance, add more region-specific or recent open-access research on public sector management in the Asian context. There were no critical omissions identified. | Complied. |
| Is the language/English quality of the article suitable for scholarly communications? | The manuscript’s language is clear, academic, and suitable for scholarly publication. Occasional minor grammatical improvements may further enhance readability, but overall it meets the standard for academic English. | Thank you. |
| Optional/General comments | I aver that:   * The argument is well-structured and the reasoning is coherent. * Tables and interpretations are relevant and clear. * The dialogue relates empirical results to theoretical implications and practical suggestions for government managers. * Use consistent labeling for all figures and tables. | Okay, thanks. |

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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)* | There are no ethical issues found in this article. |