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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.** | **The topic is exploring the relationship between various leadership styles and employee performance.** | Yes. |
| **Is the title of the article suitable?**  **(If not please suggest an alternative title)** | **Yes, but I suggest that the title should start with 'impact,' 'explore,' or 'examine,' etc.** | Thank you but I think there is no need to use such words like examine, explore or impact because we already provided the phrase “Regressional Analysis” and by that, readers can immediately realize that if such term is used then it will eventually refer to as a method used to examine the relationship between a dependent variable and one or more independent variables. In that way, it can be identified directly that this study has something to do with examining variables or analyzing relationships. To make it short, it can be understood immediately in just one read so there's no need for any further explanations regarding it. |
| 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. | **Yes, Abstract objective with implication is to be clear (Optional).** | Okay. |
| Is the manuscript scientifically, correct? Please write here. | The manuscript's introduction and literature review are shortly outlined. The author is required to cite various research studies, and a comprehensive writing material with detailed information is necessary. These are too short. The remaining study is OK. I also suggest analysing combined data instead of separate analysis. You may also use software SPPS, AMOS or Smart PLS. | In your suggestion regarding combining the data, I just wanna say that this manuscript has been checked by a statistician already and I believe no mistake is made after the statistician did his part. The problem in the part of the introduction and literary review is already complied. Thank you. |
| **Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.** | It is ok, but I suggest reading and citing the appended research study below.  Ahmad, S. (2025). Statistical Analysis of Leadership Styles and Their Impact on Hierarchical Effectiveness in Organizations. *Global Journal of Sciences*, *1*(2), 28–37. <https://doi.org/10.48165/gjs.2024.1204>  Ahmad, S., Wong, W.-K., Riaz, S., & Iqbal, A. (2024). Arabian Journal of Business and Management Review (Kuwait Chapter) The role of employee motivation and its impact on productivity in modern workplaces while applying human resource management policies. *Arabian Journal of Business and Management Review*, *13*(2), 7–12. [www.j.arabianjbmr.com](http://www.j.arabianjbmr.com)  Sajjad Ahmad. (2025). Entrepreneurship and Sustainable Leadership Practices: Examine how entrepreneurial leaders incorporate sustainability into their business models and the leadership traits facilitating this integration. *Journal of Entrepreneurship and Business Venturing*, *5*(1). <https://doi.org/10.56536/jebv.v5i1.182> | Complied |
| Is the language/English quality of the article suitable for scholarly communications? | A few grammatical and spelling mistakes have been observed. | Noted. Thank you. |
| Optional/General comments | **Author effort is appreciated, but minor changes is required.** | Complied |

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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. |