|  |  |
| --- | --- |
|  | |
| Journal Name: | [**Asian Journal of Economics, Business and Accounting**](https://journalajeba.com/index.php/AJEBA) |
| Manuscript Number: | **Ms\_AJEBA\_140750** |
| Title of the Manuscript: | **REMOTE WORK AND WORK FLEXIBILITY ON EMPLOYEE COMMITMENT IN SMALL AND MEDIUM SIZE ENTERPRISES: A STUDY IN THE CONTEXT OF THE SOCIOPOLITICAL CRISIS IN CAMEROON** |
| Type of the Article |  |

|  |  |  |
| --- | --- | --- |
| 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 manuscript holds significant value for the scientific community because it meticulously explores how remote work and flexible work arrangements bolster employee commitment especially within SMEs navigating the sociopolitical crisis in Cameroon. By focusing on a real-world, under-researched context marked by political instability, the study helps broaden the understanding of how HR strategies, such as telecommuting and flexible scheduling, can sustain workforce morale and productivity amid conflict. Its use of robust methods including descriptive statistics, Principal Component Analysis, and OLS regression adds methodological rigor, offering empirical evidence on the positive effects of remote work and flexibility on organizational commitment during crises. Finally, the findings provide actionable recommendations for SME managers and policymakers seeking to foster resilient, human-centered systems in volatile environments, thereby advancing scholarship on crisis-responsive organizational behavior. |  |
| **Is the title of the article suitable?**  **(If not please suggest an alternative title)** | Yes, it is suitable |  |
| 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 of the article is generally comprehensive, covering the essential aspects of the study, including the research objective, methodology, key findings, and recommendations. |  |
| Is the manuscript scientifically, correct? Please write here. | Yes, it is scientifically correct. The subsections and structure of the manuscript appear to be generally appropriate, as they align with standard academic practices for organizing research papers. |  |
| **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. |  |
| Is the language/English quality of the article suitable for scholarly communications? | The language and English quality of the article are generally suitable for scholarly communications. |  |
| Optional/General comments |  |  |

|  |  |  |
| --- | --- | --- |
| **PART 2:** | | |
|  | **Reviewer’s comment** | **Author’s Feedback** (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:**

**Niraj Kumar, Junagadh Agricultural University, India**