|  |
| --- |
|  |
| Journal Name: | [**South Asian Journal of Social Studies and Economics**](https://journalsajsse.com/index.php/SAJSSE) |
| Manuscript Number: | **Ms\_SAJSSE\_139349** |
| Title of the Manuscript:  | **Current Options for Evaluating Human Capital Performance in Romanian Public Institutions and the Need for Their Digitization** |
| Type of the Article | **Manuscript** |

|  |
| --- |
| 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 addresses a highly relevant topic in the context of public administration modernization in Eastern Europe. The analysis of human capital performance evaluation in Romanian public institutions, combined with a focus on the need for digitization, brings added value to both academic discourse and practical policymaking. The article offers a well-structured and evidence-based examination of current challenges and opportunities, and may inspire future empirical research and reform initiatives in similar post-socialist contexts. |  |
| **Is the title of the article suitable?****(If not please suggest an alternative title)** | Yes, the title accurately reflects the content and purpose of the article. It clearly conveys the two main axes of the study—current evaluation mechanisms and the necessity of digitization. No changes are necessary. |  |
| 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 is comprehensive and includes the research scope, methodology, key findings, and practical recommendations. It could be further improved by explicitly stating the qualitative approach (e.g., content analysis) and naming the main challenges identified (such as bureaucratization and lack of digital skills). |  |
| Is the manuscript scientifically, correct? Please write here. | Yes. The manuscript is scientifically sound, grounded in a solid legislative and literature-based methodology. The adapted PRISMA approach is appropriately used for qualitative research. The distinction between the civil servant and contractual staff evaluation systems is rigorously analyzed. The recommendations are logically derived from the findings. |  |
| **Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.** | Yes. The manuscript includes relevant and recent literature (2021–2025), as well as key Romanian legal acts and strategic documents. Additional international sources on digital performance management (e.g., OECD or EU best practices) could enhance the global relevance. |  |
| Is the language/English quality of the article suitable for scholarly communications? | The language is mostly clear, formal, and academically appropriate. Some expressions could benefit from further proofreading to eliminate redundancy and improve fluency. For example, sentences with multiple clauses may be simplified for clarity. |  |
| Optional/General comments | The manuscript could benefit from a visual summary such as a table or flowchart comparing civil servant and contract staff evaluation processes. Adding a figure illustrating the proposed digital platform framework could also enhance the impact of the recommendations. A section briefly outlining potential empirical methods for future research (e.g., pilot testing digital tools) would add depth. |  |

|  |
| --- |
| **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?**  |  |  |

**Reviewer details:**

**Borislava Yordanova Alexandrova, Bulgaria**