

[Review Form 3](#)

Book Name:	Business, Management and Economics: Research Progress
Manuscript Number:	Ms_BPR_3905
Title of the Manuscript:	Unveiling Gender Biases in Recruitment: A Natural Language Processing Approach
Type of the Article	Book chapter

PART 1: Comments

	Reviewer's comment	Author's Feedback <i>(Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)</i>
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 paper's narrative is excellent. In the era of developing corporates specially within the context of India, the recruitment process may have an inclination towards one gender, which starts from the recruitment process itself. The paper reinforces certain important factors which can be helpful for the recruiters or HR's to formulate a better advertisement which sounds welcoming for anyone applying. A natural language process and its robust understanding is needed at root level to eradicate this corporate stigma.	
Is the title of the article suitable? (If not please suggest an alternative title)	The article is much broader in its sense, as recruitment is a whole lot of process and the study aims at the initial stage of recruitment, thus at every stage these stigmas may be there, but due to obvious study limitations, the title if narrowed will give the readers more understanding at a glance. Alt. title- Unveiling Gender Biases in Recruitment advertisement : A Natural Language Processing Approach	
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 first line mentions the usage of AI, may it be NLP then the sentence would be more apt refer to some paper from abdc journals from Emerald publishing and check their method of writing abstract, segregate the aim, purpose, objective and findings.	
Is the manuscript scientifically, correct? Please write here.	Yes, when wrting the sample size make it in a bracket with no. N eg(n=2.198)	
Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.	They are not arranged in alphabetical order, but suffiecient	
Is the language/English quality of the article suitable for scholarly communications?	Yes	
Optional/General comments	Please write a paragraph on the social impact of your study, if possible draw a conceptual framework using the theories and relate to with the hypohese, have a separate section for hypotheses testing, for review of lit. you can summarize some prominent literature in a table, at the end give some further scope of study in later parts of recruitments process with NLP	

PART 2:

	Reviewer's comment	Author's comment <i>(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)</i>
<u>Are there ethical issues in this manuscript?</u>	<i>(If yes, Kindly please write down the ethical issues here in details)</i>	

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