

[Review Form3](#)

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 (Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)
<p>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.</p>	<p>This title highlights a critical issue in contemporary hiring practices specially gender biases in recruitment while lay emphasis on the use of advanced technology like Natural Language Processing (NLP), to address this challenge. The importance includes it draws attention to the need for fairer and more equitable hiring practices, modern technological tools to consider and identify biases that may be subtitle or unconscious, offering institutions a way to tackle and fix biases in their recruitment processes.</p> <p>Gender unevenness at leadership levels have wide-reaching effects on institutional culture, innovation, and overall performance, which is a critical area of focus.</p> <p>Implicitly, the title supporter for the inclusion of more women in leadership roles, suggesting that uncovering and addressing gender biases is key to achieving gender parity at the highest levels of organizations.</p>	
<p>Is the title of the article suitable? (If not please suggest an alternative title)</p>	<p>Title is perfect as per the thought and idea for related concept</p>	
<p>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.</p>	<ol style="list-style-type: none"> 1. The number would be written with comma 2,198 2. If this sentence is aligned with next then use comma 3. For better clarity we could write in this way-This knowledge will aid in leveraging NLP to identify gender biases in recruitment for high-level decision-making positions, while also proposing actions to address the current disparities. It advocates for greater representation of women in leadership roles. Introduction: 4. Before the mentioned paragraph, if TM-TM explanation in short will give ease to the readers to understand well. 5. Would eliminate the I if possible and better for the write 6. Second section's explanation is not there in the paragraph 7. Under 2.1 could you explain ML algorithms and lexical analysis after these lines. 8. An innovative experiment that extracts and analyses 2.198 job offers published in February and September 2021 in the Financial Times newspaper is presented 9. Natural language techniques are used. 10. This knowledge will contribute to using NLP to discover gender biases in recruitment for high decision-making positions proposing action to improve the present situation. Should more women ascend to decision-making positions Introduction 11. In the context of this research, Social Identity Theory, Homosocial, and the TM-TM theories can be applied to explore how job postings' wording may influence recruitment processes for high decision-making positions. 12. I explain the main concepts and theories that may apply to identify biases in job advertisements. 13. In the first section, we present the theoretical background that supports the development of the hypothesis. I explain the main concepts and theories that may apply to identify biases in job advertisements. The methods and analyses follow right after in the third section. 14. Various NLP techniques and algorithms, such as machine learning algorithms and lexical analysis, can be used to analyse and generate natural languages (Manning and Schütze, 1999 [7]). 	

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<p>Is the manuscript scientifically, correct? Please write here.</p>	<p>Yes larger portion of this study is scientifically correst and interesting. Few suggestions 1. Figure1 should come before Hypthesis 2 2. Is the figure correct? Please check again 3. Source of figure would be great to show at the bottm of the picture 4. Figure 5 could be smaller for better effect 5. Suggestive to eliminate the usage of ‘I’</p> <p>1. Figure 1, can be used as a representation of agentic and communal roles based on different contributions. Based on this, we hypothesize as follows: <i>Hypothesis 2</i> Figure1</p> <p>2. we have downloaded 2.198 advertisements for processing. 5. Through this paper, I contribute to identifying gender biases in job postings, even when dealing with extra-large samples, validating NLP techniques. I have also revisited the use of communal and agentic concepts and values in today’s advertisements for high decision-making positions.</p>	
<p>Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form. :-</p>	<p>Keyword might added: gender stereotype, Leadership roles</p> <p>References are sufficient Just wanted to add one thing is that it would be either choronological order as per the years or Alphabatically mention Or author keep this on sequesce basis then its alright</p>	
<p>Is the language/English quality of the article suitable for scholarly communications?</p>	<p>Overll the language/English of the article is good. If we can rework on Abstract will give more professional weightage to the chapter.</p>	
<p>Optional/Generalcomments</p>	<p>Overall the chapter is written well to keep the main concept in the centre. Interesting and provide knowledge about the logical and needed issues to the companies and organization.</p>	

PART 2:

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

Reviewer Details:

<p>Name:</p>	<p>Aditi Singh</p>
<p>Department, University & Country</p>	<p>India</p>