

[Review Form 3](#)

Book Name:	Business, Management and Economics: Research Progress
Manuscript Number:	Ms_BPR_3906
Title of the Manuscript:	GENDERED PERCEPTIONS OF CAREER ADVANCEMENT BARRIERS: UNVEILING CHALLENGES TO FEMALE CORPORATE LEADERSHIP DEVELOPMENT
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.	This manuscript is significant for the scientific community as it addresses a critical gap in understanding. By presenting novel insights and methodologies, it contributes to advancing the current body of knowledge and provides a foundation for future research. The findings have potential applications across leadership development, fostering interdisciplinary collaboration and innovation. Moreover, the work highlights the persistence of traditional male networks in corporations, which maintain existing leadership models and hinder change, which could inform policy, practice, or further theoretical developments in the field.	
Is the title of the article suitable? (If not please suggest an alternative title)	The title has a specific focus, engaging structure and is relevant. The title highlights both gendered perceptions and the challenges to female corporate leadership development. However, using more active phrasing, such as "Exploring" or "Investigating," might make the title more dynamic.	
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 well-written and provides a clear overview of the study's objectives, methodology, findings, and implications. However, there are a few areas where it could be enhanced for greater clarity and comprehensiveness; <ol style="list-style-type: none"> 1. While the abstract mentions the study's focus on gender-based disparities, explicitly stating the research question or primary aim at the beginning would provide a sharper introduction. 2. The abstract mentions ANOVA and qualitative comments but does not explain why these methods were chosen or how they complement each other. Adding a brief justification would enhance understanding. 3. While the findings are discussed, they could be more specific. For example, provide a brief mention of any statistically significant results from the ANOVA or notable themes from the qualitative comments. 	
Is the manuscript scientifically, correct? Please write here.	The use of ANOVA and qualitative analysis suggests a mixed-methods approach, which is appropriate for exploring gendered perceptions and their nuances.	
Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.	The references cited seem relevant to the topic but only few are not recent.	

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<p>Is the language/English quality of the article suitable for scholarly communications?</p>	<p>The content is logically organized, covering the study's background, methods, findings, and implications.</p> <p>Some sentences are overly detailed or complex, which can obscure key points. Simplifying these without losing meaning would improve readability.</p> <p>Example: "Women often view these as interconnected with corporate challenges, reflecting broader systemic issues" could be rephrased to: "Women perceive these barriers as intertwined with systemic corporate challenges."</p>	
<p>Optional/General comments</p>	<p>The manuscript addresses an important and timely issue, contributing to the understanding of gender disparities in leadership. Its focus on gendered perceptions of barriers and the interplay of systemic and personal challenges is particularly valuable for advancing academic and practical discussions on workplace equity.</p>	

PART 2:

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

Reviewer Details:

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