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| Book Name: | **Contemporary Issues in Business and Management** |
| Manuscript Number: | **Ms\_BPR\_3337.9** |
| Title of the Manuscript:  | **Talent management practices and intellectual capital: Enhancing innovativeness in the KwaZulu-Natal automotive sector** |
| Type of the Article | **Book Chapter** |

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| PART 1: Review Comments |
| Compulsory REVISION 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)* |
| **Please write a few sentences regarding the importance of this manuscript for the scientific community. Why do you like (or dislike) this manuscript? A minimum of 3-4 sentences may be required for this part.** | **This manuscript provides a comprehensive analysis of the strategic interrelationship between talent management, intellectual capital, and innovation in the South African automotive sector. It addresses a crucial knowledge gap by examining a region and industry facing distinctive challenges, particularly in the context of global movements toward sustainability and technological innovation. The detailed exploration of how talent management practices influence innovation is essential for ensuring the sector's sustainability and competitive positioning on a global scale. The manuscript's focus on leveraging intellectual capital to drive innovation and its targeted recommendations for improving talent management practices significantly enhance the conversation on organizational development in the automotive industry. This scholarly work is a significant addition that can inform further research and practical initiatives in comparable sectors and contexts.** |  |
| **Is the title of the article suitable?****(If not please suggest an alternative title)** | **The article title, "Talent Management Practices and Intellectual Capital: Enhancing Innovativeness in the KwaZulu-Natal Automotive Sector," while pertinent, could be further refined to emphasize the study's distinctive contribution to the field. While the title accurately encapsulates the core themes, it may not fully convey the nuanced focus on innovation within the intersection of talent management and intellectual capital, particularly within the specific regional context of the KwaZulu-Natal automotive sector.****Suggested Alternative Title:****"** **Innovation in Motion: How Talent Management and Intellectual Capital Propel South Africa’s Automotive Sector Forward."** |  |
| 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 provides a comprehensive overview of the study's scope, goals, methodology, and results. However, several refinements could further enhance its clarity and impact. Firstly, while the abstract alludes to the complex relationship between talent management practices, intellectual capital, and innovation, a more explicit articulation of the study's primary research questions or objectives would be beneficial. For instance, briefly elucidating how talent management practices specifically influence intellectual capital and innovation within the automotive industry could provide greater clarity. Secondly, the abstract could offer a more direct exposition of the key findings, particularly regarding the contribution of talent management practices and intellectual capital to innovation and competitive advantage, thereby affording readers a clearer understanding of the study's primary contributions.****Regarding methodology, although the abstract mentions "in-depth interviews" and "thematic analysis," a concise note on the participant selection process or sample could augment transparency. Furthermore, while the abstract alludes to recommendations for the automotive sector in KwaZulu-Natal, a more concise specification of these implications, such as suggesting organizational shifts towards innovation-focused talent management, could amplify its impact. In conclusion, while the abstract is thorough, incorporating specific research objectives, key findings, concise methodological details, and clearer implications could enhance its overall clarity and informative value.** |  |
| **Are subsections and structure of the manuscript appropriate?** | **The manuscript, titled "Talent Management Practices and Intellectual Capital: Enhancing Innovativeness in the KwaZulu-Natal Automotive Sector," is well-structured, adhering to standard academic conventions with clearly delineated sections including Introduction, Literature Review, Methodology, Discussion, and Conclusion. This structured approach effectively guides the reader through the study's narrative. The literature review is systematically organized, with subsections dedicated to Talent Management and Intellectual Capital, providing a comprehensive theoretical foundation. The Research Design and Methodology section is detailed, outlining the case study approach, participant selection, and data analysis methods. However, incorporating a visual aid summarizing participant demographics and data sources could enhance clarity. Certain sections, such as "Innovation in the Automotive Industry," could benefit from slight condensation to maintain reader engagement, while the “Relationship between Talent Management and Innovation” section could be strengthened by a more pronounced regional focus. The inclusion of brief summary sentences at the conclusion of each literature review subsection would effectively tie concepts back to the study's objectives. Moreover, the Discussion section could be enhanced by more explicitly connecting findings to the research questions, thereby bolstering coherence and practical relevance. In conclusion, the manuscript's structure and subsection choices are effective, with minor refinements recommended to optimize clarity and focus.** |  |
| **Please write a few sentences regarding the scientific correctness of this manuscript. Why do you think that this manuscript is scientifically robust and technically sound? A minimum of 3-4 sentences may be required for this part.** | **The manuscript is grounded in sound scientific principles and demonstrates technical accuracy. Its in-depth exploration of talent management, intellectual capital, and innovation within the South African automotive industry provides significant contributions to the field. The methodology, which incorporates qualitative approaches with well-defined sampling and thematic analysis, is well-suited to the study's objectives. The manuscript addresses a clear gap in the existing literature and employs robust analytical techniques to generate reliable findings. Moreover, the study's recommendations are well-grounded in its findings, contributing to both the theoretical and practical understanding of the industry. This combination of rigor and relevance underscores the manuscript's scientific merit.** |  |
| **Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.****-** | **The manuscript's reference list effectively incorporates foundational and recent studies relevant to talent management, intellectual capital, and innovation. However, further enhancement could be achieved by incorporating more recent studies, particularly those addressing digital transformation in talent management within the automotive industry. The inclusion of sources on the impact of AI and machine learning in recruitment and retention would offer valuable insights into the evolving landscape of talent acquisition and retention. Furthermore, incorporating post-2020 studies that explore recent advancements in automotive innovation, such as supply chain resilience, electric vehicle adoption, and sustainability, would strengthen the manuscript's relevance to contemporary industry trends. Additionally, referencing cross-industry comparisons, particularly in emerging economies facing similar challenges, could help contextualize the findings for a broader audience. These updates would collectively contribute to a more current and comprehensive foundation for the study, further enriching its relevance to present-day challenges in talent and innovation management.** |  |
| Minor REVISION commentsIs the language/English quality of the article suitable for scholarly communications? | **The manuscript's language is generally appropriate for scholarly communication, demonstrating a solid understanding of the subject matter. However, complex sentence structures and minor grammatical errors occasionally hinder readability. Simplifying sentence structures and refining grammar would enhance clarity and better align the manuscript with academic language conventions.** |  |
| Optional/General comments |  |  |

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| **PART 2:**  |
|  | **Reviewer’s comment** | **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)* |
| **Are there ethical issues in this manuscript?**  | *(If yes, Kindly please write down the ethical issues here in details)* |  |

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| **Reviewer Details:** |
| Name: | **Josephine Diana S. Campos** |
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