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| Book Name: | **WORKPLACE INEQUALITY AND DISCRIMINATION ON INDIVIDUAL DEVELOPMENT AND ORGANISATIONAL PERFORMANCE, IN SELECTED HOTELS IN DURBAN METROPOLITAN CITY, SOUTH AFRICA** |
| Manuscript Number: | **Ms\_BPR\_** **3649** |
| Title of the Manuscript: | **WORKPLACE INEQUALITY AND DISCRIMINATION ON INDIVIDUAL DEVELOPMENT AND ORGANISATIONAL PERFORMANCE, IN SELECTED HOTELS IN DURBAN METROPOLITAN CITY, SOUTH AFRICA** |
| Type of the Article | **Complete Book** |

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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.** | The manuscript is based on a relevant issue being discussed around the globe. Its importance to the scientific community cannot be over emphasized because of its relationship with to some of the 17 United Nations’ Sustainablity Dvelopment Goals (SDGs). |  |
| **Is the title of the article suitable?**  **(If not please suggest an alternative title)** | Yes it is specific to the area of study. |  |
| 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 should not be divided into sections as presented by the author and should **NOT** be in paragraphs. It must however, reflect in a nutshell, between 250 and 300 words the following: background of the study, statement of the problem, objective of the study, methodology adopted, Results or findings, Conclusion and Recommendation. Any other item apart from the listed above should be deleted. |  |
| **Are subsections and structure of the manuscript appropriate?** | I believe chapters 2 and 3 should be combined as ‘Literature Review’ while first level headings such as **Conceptual** **Review** and Framework, **Empirical Review** and **Theoretical Framework** be written as sections. All other write ups by the Author in these two chapters should be placed as subsections if necessary, under the appropriate section headings.Chapter 3 becomes Methodology, Chapter 4 becomes Data Analysis and discussion of findings while chapter 5 becomes Conclusion and Recommendations. |  |
| **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 Research Design is robust because of the mix of quantitative and qualitative methods of data collection. Furthermore, the introduction of a Pilot survey before the field investigation of the sample size, confirms the study’s validity and reliability or otherwise. In light of the above, the study is verifiable and therefore scientifically robust and technically sound. |  |
| **Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.** | References are sufficient and a reasonable number are within the last 5 to 10 years. |  |
| Minor REVISION commentsIs the language/English quality of the article suitable for scholarly communications? | Besides, some observed minor errors in tenses, the English quality is suitable for scholarly communication. I would advise a proper and final editing before publishing. |  |
| Optional/General comments | Relevant Findings and conclusion should reflect in the abstract such as the 4 implications of workplace inequality and discrimination stated in section 6.2.5 which are psychological and emotional impact, social impact, career growth development. |  |

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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: | **Uchechi Chinazom Ekejiuba** |
| Department, University & Country | **Nile University of Nigeria, Nigeria** |