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| Book Name: | **Innovative Solutions: A Systematic Approach Towards Sustainable Future** |
| Manuscript Number: | **Ms\_BPR\_** **3724.3** |
| Title of the Manuscript: | **Guest-Employee Hiring and Management: A System for Improved Efficiency and Scalability in Today's Business Landscape** |
| 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.** | In today’s digital world, Human Resource Practitioners in various organizations need to be more efficient in their processes through automation from the point of recruitment to talent retention (welfare and training) to the exit stage. It is my belief that knowledge gained from this manuscript can be applied for hiring permanent staff in orgnizations. This manuscript therefore is an ongoing conversation in present day Human Resource Management. | Yes |
| **Is the title of the article suitable?**  **(If not please suggest an alternative title)** | Yes, It is suitable. | Ok |
| **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 suitable because it incorporates the problem statement, objective, methodology, conclusion and recommendation | Ok |
| **Are subsections and structure of the manuscript appropriate?** | The subsections and structure are in the right sequence. The literature survey is insufficient as the few employee management systems listed need more capabilities which are listed by the Author in the literature survey section. If the research is exploratory, it should be mentioned. | This is a preliminary study and further studies are needed. |
| **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 technically sound. However, it requires more literature survey to be scientifically robust; Also outcomes of organizations that have tested the employee management systems were not stated. This will add to the validity and reliability. | Recent references have been added to enrich the literature review and provide a more up-to-date perspective. |
| **Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.**  **-** | More references may be required. | Ok |
| Minor REVISION comments  **Is the language/English quality of the article suitable for scholarly communications?** | Language is suitable. | Ok |
| **Optional/General**comments | In today’s digital world, Human Resource Practitioners in various organizations need to be more efficient in their processes through automation from the point of recruitment to talent retention (welfare and training) to the exit stage. It is my belief that knowledge gained from this manuscript can be applied for hiring permanent staff in orgnizations. This manuscript therefore is an ongoing conversation in present day Human Resource Management. | Yes |

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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: | |
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| Department, University & Country | **Nile University, Nigeria** |