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| Book Name: | **THE INFORMED LEADER: HOW PHILOSOPHY AND EVIDENCE SHAPE ORGANIZATIONAL PERFORMANCE** |
| Manuscript Number: | **Ms\_BPR\_** **4646.4** |
| Title of the Manuscript: | **Servant Leadership is getting to the Root of Positive Forms of Leadership, A Leader is a Servant First** |
| Type of the Article | **BOOK CHAPTER** |

**Special note:**

**A research paper already published in a journal can be published as a Book Chapter in an expanded form with proper copyright approval.**

**Source Article:**

**This chapter is an extended version of the article published by the same author(s) in the following journal.**

**International Journal of Innovative Science and Research Technology, Volume 8, Issue 2, February – 2023.**

**DOI :**[**https://doi.org/10.5281/zenodo.7723021**](https://doi.org/10.5281/zenodo.7723021)

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| PART 1: Comments | | |
|  | Reviewer’s comment **Artificial Intelligence (AI) generated or assisted review comments are strictly prohibited during peer review.** | 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. A minimum of 3-4 sentences may be required for this part.** | * This manuscript contributes to the ongoing discussion of servant leadership, a crucial concept in contemporary organizational behavior. It provides a comprehensive overview of the theory, its historical roots, and practical applications. By connecting servant leadership to figures like Jesus Christ and discussing its benefits and criticisms, it offers a nuanced perspective. This chapter is valuable for researchers and practitioners interested in fostering positive leadership and organizational cultures, particularly in contexts emphasizing community and ethical conduct. |  |
| **Is the title of the article suitable?**  **(If not please suggest an alternative title)** | * The title, "Servant Leadership is getting to the Root of Positive Forms of Leadership, A Leader is a Servant First," is somewhat long-winded. * An alternative, more concise title could be: "Servant Leadership: Principles, Practice, and Implications" |  |
| 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 reasonably comprehensive, providing an overview of the theory, its evolution, and key concepts. * Briefly mention the specific contexts or sectors where servant leadership is particularly relevant (e.g., healthcare, education, non-profits, law enforcement). |  |
| **Is the manuscript scientifically, correct? Please write here.** | * The manuscript presents a review of existing literature on servant leadership. It relies heavily on established theories and authors in the field, particularly Greenleaf and Spears. * It is important to note that some of the assertions, especially those relating to religious figures, are based on interpretation and belief, rather than empirical science. This should be taken into account when evaluating the manuscripts scientific rigor. |  |
| **Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.** | * The references include foundational works only.   Suggestions for additional references:   * Include more recent empirical studies on the outcomes of servant leadership in various organizational settings. * Include more recent research regarding servant leadership within law enforcement. |  |
| Is the language/English quality of the article suitable for scholarly communications? | * The language is generally suitable, but there are areas where it could be improved for clarity and conciseness. * There are some grammatical errors and awkward phrasing that could be corrected through careful editing. * The manuscript would benefit from thorough proofreading to enhance its readability and professionalism. |  |
| Optional/General comments | The manuscript's reliance on religious texts and figures, like the Bible and Jesus Christ, undermines its objective to establish a scientific foundation for servant leadership. To achieve academic rigor, the framework should be restructured using empirical research and established organizational behavior theories, thereby shifting the focus from theological interpretation to evidence-based analysis. The integration of scientific studies on leadership effectiveness and ethical organizational practices would enhance the manuscript's credibility and relevance within the scholarly community. |  |

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| **PART 2:** | | |
|  | Reviewer’s comment | Author’s comment *(if agreed with the 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 detail)* |  |

**Reviewer details:**

**Shahzore Ali Khan, TMUC, Pakistan**