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| Book Name: | **THE INFORMED LEADER: HOW PHILOSOPHY AND EVIDENCE SHAPE ORGANIZATIONAL PERFORMANCE** |
| Manuscript Number: | **Ms\_BPR\_4646.5** |
| Title of the Manuscript:  | **Leadership Philosophies and How They Relate to the Composition, Demographics, Character, Effectiveness, and Efficiency in an Organisation: The Literature Review** |
| 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 7, July – 2023.**

**DOI :**[**https://doi.org/10.5281/zenodo.8420975**](https://doi.org/10.5281/zenodo.8420975)

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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.** | The manuscript presents an extensive literature review on leadership philosophies and their relationship with organizational composition, demographics, character, effectiveness, and efficiency. The topic is highly relevant to the scientific community, as leadership continues to be a key factor influencing organizational success, employee engagement, and overall effectiveness. By synthesizing various leadership theories—including transformational, transactional, ethical, and strategic leadership—the manuscript contributes to the existing body of knowledge by exploring how leadership philosophies shape organizations. However, to enhance its scientific contribution, the manuscript should integrate more recent references (2020 and above) to ensure it reflects the latest developments and empirical findings in leadership studies. |  |
| **Is the title of the article suitable?****(If not please suggest an alternative title)** | The article's title is somewhat lengthy and could be refined for better clarity and impact. A more concise and focused title, such as "Leadership Philosophies and Their Influence on Organizational Effectiveness: A Comprehensive Literature Review," may be more suitable. |  |
| 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 an overview of the manuscript but could be improved in structure and clarity. It should clearly state the research problem, objectives, key themes covered, and the main conclusions drawn from the literature review. Additionally, references to older studies (e.g., Avolio, Bass, and Jung, 1999) should be supplemented with more recent findings to reflect contemporary discussions in leadership research. |  |
| **Is the manuscript scientifically, correct? Please write here.**  | The manuscript is generally well-structured but would benefit from a more substantial critical analysis of how different leadership philosophies compare and contrast. A more apparent distinction between theoretical discussions and empirical findings is necessary to improve the manuscript’s scientific rigor. Additionally, discussing potential gaps in the literature and future research directions would strengthen the conclusion. |  |
| **Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.****-** | Regarding references, while the manuscript includes a broad range of sources, it heavily relies on older literature (e.g., Bass 1985; Burns 1978; Yukl 1998). Incorporating more recent studies (2020 and above) would enhance its credibility and relevance. I can suggest recent references that align with the study’s themes if needed. |  |
| Is the language/English quality of the article suitable for scholarly communications? | The English language quality is generally acceptable, but the manuscript would benefit from thorough proofreading to improve clarity, coherence, and readability. Some sentences are lengthy and complex, which may make comprehension difficult for readers. Additionally, minor grammatical errors and awkward phrasings should be revised to ensure it meets the standards of scholarly communication. |  |
| Optional/General comments | Overall, the manuscript is a valuable contribution, but with further refinement—particularly in integrating recent literature, improving critical discussion, and enhancing readability—it can be significantly strengthened. |  |

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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?**  |  |  |

**Reviewer details:**

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