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| Book Name: | [New Advances in Business, Management and Economics](https://www.bookpi.org/bookstore/product/new-advances-in-business-management-and-economics-vol-1/) |
| Manuscript Number: | **Ms\_BPR\_5114** |
| Title of the Manuscript: | **Overcoming Challenges in Corporate Training: A Framework for Effective Training Initiatives** |
| 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.**

**Open Journal of Business and Management, 2023, 11, 2472-2487.**

[**https://doi.org/10.4236/ojbm.2023.115137**](https://doi.org/10.4236/ojbm.2023.115137)

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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 paper adds valuable insight into how to overcome key challenges in corporate training, such as budget constraints, employee resistance, and difficulty measuring impact.  The practical, evidence-based solutions in the paper will help organizations design more effective training programs. Its strategic framework supports academic research and real-world applications, contributing to improved employee development and organizational performance. |  |
| **Is the title of the article suitable?**  **(If not please suggest an alternative title)** | The book chapter title is clear, relevant, and accurately reflects the content of the paper. It communicates the problem (the challenges in training) and the solution (the proposed framework), making it suitable for both academic and professional audiences.  However, a slightly more concise or catchy title might be considered: “Overcoming Barriers to Corporate Training: A Strategic Framework for Success.”  This option maintains the core theme while offering a different emphasis—either on strategy, impact, or brilliance. |  |
| 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 of this article is generally quite comprehensive, but could be improved for clarity and academic accuracy with a more structured summary that clearly outlines:   * Objective of the study * Methodology (literature review) * Key findings or proposed solutions * Implications or contributions to the field   Suggested revisions:  - Mention that the study is based on a systematic literature review  - Clarify that the proposed framework is evidence-based  - Add a sentence about practical application or benefits to organizations  - Change sentences slightly to fit the flow and eliminate redundancy |  |
| **Is the manuscript scientifically, correct? Please write here.** | Yes, the text is scientifically sound overall. It demonstrates a solid understanding of corporate training theory and challenges, drawing on established academic sources and frameworks such as ROI evaluation (Phillips & Phillips, 2016), training transfer (Baldwin & Ford, 1988), and training motivation (Noe, 2017).  The text is also consistent with recent research on the importance of alignment with organizational training goals and using a variety of integration methods. |  |
| **Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.**  **-** | The references in the manuscript are mostly adequate and academically credible, covering both fundamental and contemporary sources in the fields of corporate training, learning transfer, and ROI evaluation. |  |
| Is the language/English quality of the article suitable for scholarly communications? | The general quality of the language in this manuscript is appropriate for scholarly communication, but there are a few areas that need improvement to improve clarity, flow, and academic tone:  - Grammar and syntax: There are some minor grammatical inconsistencies, such as wordiness, double-entry, and awkward sentence structure.  - Use of transitions and cohesion: Several paragraphs would be better if the transitions were smoother and the topic was clearer to guide the reader’s sentences.  - Phrases for formality: Several phrases sound informal or vague for academic writing.  - Typos and formatting issues: Several formatting issues were found, such as incorrect hyphenation of words (e.g., “address”) and inconsistent spacing. |  |
| Optional/General comments | This paper presents relevant and well-structured insights into key challenges in corporate training, offering practical, evidence-based solutions. It effectively addresses budget constraints, employee resistance, and evaluation failures through a clear framework.  While strong and grounded in the literature, the paper would have been better served by a little refinement of the language and inclusion of some recent references. Overall, this paper makes a valuable contribution to the field and is suitable for publication with minor revisions. |  |

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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:**

**Aris Sarjito, Republic of Indonesia Defense University (RIDU), Indonesia**