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| Book Name: | **EFFECTS OF DELEGATION OF AUTHORITY ON ORGANIZATIONAL PERFORMANCE: A CASE OF TWIGA CHEMICAL INDUSTRIES LTD** |
| Manuscript Number: | **Ms\_BPR\_5662** |
| Title of the Manuscript: | **EFFECTS OF DELEGATION OF AUTHORITY ON ORGANIZATIONAL PERFORMANCE: A CASE OF TWIGA CHEMICAL INDUSTRIES LTD** |
| Type of the Article | **Complete Book** |

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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 book holds significant value for the scientific community, particularly in the fields of organizational behavior, management science, and human resource development/OD.  It will contribute empirical insights as to how various forms of delegated authority affect organizational performance across multiple dimensions such as task performance, commitment, innovativeness, and job satisfaction.  As you ground this study in strong theoretical frameworks like agency theory and social exchange theory, and utilizing a well-structured quantitative methodology, this will bridge a notable research gap on the nuanced impacts of authority delegation in corporate settings, particularly in developing economies.  This book will not only inform practitioners and policymakers on best delegation practices, but it will also lay a foundation for future comparative and longitudinal studies in organizational efficiency. |  |
| **Is the title of the article suitable?**  **(If not please suggest an alternative title)** | The current title of the article “Effects of Delegation of Authority on Organizational Performance: A Case of Twiga Chemical Industries Ltd” is clear, descriptive, and generally appropriate for an academic or applied management study. It also conveys the key variables (delegation of authority and organizational performance) and the context (Twiga Chemical Industries Ltd).  However, to improve its academic rigor and appeal in the international arena, your title can be slightly refined to make it more compelling and aligned with journal standards. Here are a few suggestions that you can choose from or a combination:   * “Assessing the Impact of Delegated Authority on Organizational Performance: Evidence from Twiga Chemical Industries Ltd” * “Delegation of Authority and Organizational Performance: A Case Study of Twiga Chemical Industries Ltd” * “Unpacking the Effects of Authority Delegation on Firm Performance: The Case of Twiga Chemical Industries” |  |
| 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 comprehensive, but it can be significantly improved for clarity, conciseness, and alignment with academic journal standards.  I suggest, you keep the abstract within 200–250 words and highlight its purpose, methods, results, implications, and scope/limitations. Also, avoid listing variables with full statistical values unless necessary and use clear, academic language with action verbs like investigates, reveals, underscores, or suggests. |  |
| **Is the manuscript scientifically, correct? Please write here.** | Yes, the book is scientifically sound in structure and intent, but there are areas that require refinement to fully meet the academic and scientific standards. So, I suggest that you add formal hypotheses, deepen the theoretical integration, strengthen you statistical interpretation, and acknowledge the study’s limitations in the scope and limitation of the study. |  |
| **Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.**  **-** | The book has moderately sufficient range of references. However many are dated, and there is a lack of recent (post-2015) peer-reviewed literature, especially in the context of delegation, organizational performance, and management theory. I highly recommend that you update outdated sources, incorporate recent empirical research (Post-2015), and reduce reliance on grey literature. |  |
| Is the language/English quality of the article suitable for scholarly communications? | The language and English quality of the article is understandable, but it is not yet fully suitable for scholarly communication in its current form. Several issues might affect clarity, formality, and academic tone. I recommend professional language editing, consistent use of academic tone, use the third-person, and objective style. |  |
| Optional/General comments | Overall, this book will be a good contribution to the body of knowledge and the industry. |  |

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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:**

**Rabel B. Catayoc, Mindanao State University, Philippines**