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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 manuscript titled "Effects of Delegation of Authority on Organizational Performance: A Case of Twiga Chemical Industries Ltd" is of significant importance to the scientific and professional management community. It provides empirical evidence on how various forms of delegation—legislative, adjudicative, monitoring and enforcement, and agenda setting—impact organizational performance. By using quantitative data and rigorous statistical analysis, the study enhances our understanding of effective delegation practices in corporate settings. This research can inform policy-making and management strategies in both public and private organizations aiming to improve efficiency and employee engagement through structured delegation. |  |
| **Is the title of the article suitable?****(If not please suggest an alternative title)** | The current title, **"Effects of Delegation of Authority on Organizational Performance: A Case of Twiga Chemical Industries Ltd,"** is generally clear and informative. It accurately reflects the focus of the study and the case-based methodology. However, it could be slightly refined for improved clarity and academic appeal.Suggested Alternative Title:**"Impact of Delegation of Authority on Organizational Performance: Evidence from Twiga Chemical Industries Ltd"**Reason for Suggestion:* "Impact" is often preferred in academic titles for empirical studies.
* "Evidence from" gives a stronger research-oriented impression than "A Case of."

The revised version improves readability while retaining the original meaning. |  |
| 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 the article is **largely comprehensive**, covering the key elements such as the **purpose**, **objectives**, **methodology**, **data collection**, **analysis techniques**, **key findings**, and **recommendations**. |  |
| **Is the manuscript scientifically, correct? Please write here.**  | The study is **scientifically sound** |  |
| **Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.****-** | The references cited in manuscript are **numerous**, **substantially relevant**, and **broad in scope**, encompassing:* **Foundational theories** (e.g., Aghion & Tirole, McGregor, Mauss, Emerson),
* **Recent empirical studies** (e.g., Fehr et al., DeVaro & Kurtulus, McElheran),
* **Applied works** related to delegation, motivation, performance, and organizational theory.

However, **many references are over 10–15 years old**, and **several key recent developments** in organizational behavior, delegation models, and behavioral economics are **not reflected**. Some are working papers or unpublished dissertations, which may lack peer-review rigor. There is also **limited inclusion of references after 2015**, with only a few stretching to 2014 or 2013. |  |
| Is the language/English quality of the article suitable for scholarly communications? | The article demonstrates a commendable grasp of academic language and structure, effectively integrating theoretical perspectives and empirical references. The use of relevant terminology such as delegation, authority dynamics, leadership styles, and organizational performance reflects a solid understanding of management discourse. |  |
| Optional/General comments | The manuscript presents a thoughtful and well-structured exploration of the concept of delegation of authority within organizational settings. The integration of theoretical frameworks and empirical observations strengthens the paper’s relevance to both academic and practical audiences. The author has demonstrated a solid understanding of the subject matter, and the discussion contributes meaningfully to ongoing debates in organizational behavior and management studies.The paper's logical flow, clarity of objectives, and comprehensive literature support are commendable. With minor improvements in formatting, coherence in citations, and attention to recent developments in the field, the article holds strong potential for publication or further academic dissemination.Overall, this is a valuable contribution to the study of leadership, authority delegation, and employee empowerment, and it reflects a high level of academic engagement. |  |

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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:**

**S. Ramesh, India**