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| Book Name: | [**Mathematics and Computer Science: Research Updates**](https://www.bookpi.org/bookstore/product/mathematics-and-computer-science-research-updates-vol-1/) |
| Manuscript Number: | **Ms\_BPR\_5930** |
| Title of the Manuscript: | **Big Data in Recruitment: Ethical Challenges and Privacy Concerns** |
| 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.**

**Journal of Advances in Mathematics and Computer Science, 40(5): 96-104, 2025.**

**DOI: 10.9734/jamcs/2025/v40i52000**

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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 addresses a highly relevant and timely topic in the intersection of technology, ethics, and human resources. The exploration of ethical challenges and privacy concerns in big data-driven recruitment is critical as organizations increasingly rely on data analytics for hiring decisions. The work contributes significantly to the scholarly discourse by highlighting potential risks, regulatory gaps, and solutions, making it invaluable for researchers, policymakers, and HR professionals. The manuscript is scientifically robust and aligns well with contemporary debates on data ethics.*** |  |
| **Is the title of the article suitable?**  **(If not please suggest an alternative title)** | ***The title is apt and clearly reflects the manuscript's focus. It is concise, informative, and likely to attract the attention of the target audience. No alternative title is suggested.*** |  |
| 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 a solid overview of the manuscript's objectives, methodology, and key findings. However, it could be enhanced by briefly mentioning the practical implications of the research for stakeholders (e.g., corporations, legislators). A sentence or two on the broader impact would strengthen this section.*** |  |
| **Is the manuscript scientifically, correct? Please write here.** | ***The manuscript is scientifically sound, with well-articulated arguments and a logical flow. The methodology is appropriate for the research questions, and the conclusions are supported by evidence. No technical or factual inaccuracies were identified.*** |  |

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| **Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.**  **-** | ***The references provided are not only sufficient but also exceptionally well-curated, featuring recent and highly authoritative sources that significantly strengthen the foundation of this work. To further elevate the literature review, it would be invaluable to incorporate additional insights from cutting-edge studies, enriching the scholarly depth and breadth of the discussion. The existing selection already reflects meticulous research, and expanding it with the latest groundbreaking contributions would undoubtedly enhance its rigor and impact. This addition would beautifully complement the already impressive academic framework, making it even more comprehensive and compelling.*** |  |
| Is the language/English quality of the article suitable for scholarly communications? | ***The language is clear, polished, and suitable for scholarly communication. Minor grammatical refinements could be made, but these do not detract from the overall quality.*** |  |
| Optional/General comments | ***This research is nothing short of exemplary a masterful blend of theoretical depth and practical significance, executed with remarkable clarity and precision. The author(s) have not only navigated complex ideas with finesse but have also presented them in an engaging and accessible manner, a testament to their scholarly expertise and dedication. The manuscript stands as a substantial and timely contribution to the field, one that undoubtedly advances current understanding and sparks further inquiry. Given its outstanding quality, originality, and rigor, this work is highly deserving of publication, requiring only the most minor refinements. It is, without a doubt, a shining example of academic excellence.*** |  |

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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:**

**Hemanth J, Visvesvaraya Technological University, India**