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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 talks about an important topic:  How big data is being used in hiring and the problems it may cause. It explains how using data and technology can make hiring faster, but also how it can create unfair results and hurt people's privacy.   This is very useful for HR teams, researchers, and anyone who works with hiring tools. The study helps us understand how to use technology in a fair and careful way.  This can be very helpful for the research community as the research and information in this area of HR teams today is very less.** |  |
| **Is the title of the article suitable?**  **(If not please suggest an alternative title)** | **Yes, the title aligns with the article and it clearly talks about the content in the article.** |  |
| 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 clear and explains the study well. It talks about what was done, what was found, and why it matters. One suggestion is to say earlier that both interviews and data analysis were used. Also, adding a short sentence at the end about how this helps make hiring better would be nice.** |  |
| **Is the manuscript scientifically, correct? Please write here.** | **Yes, the article is well written and the information is correct. The methods used are clear and the results are supported with facts. The paper is fair and covers both good and bad sides of using big data in hiring.** |  |
| **Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.**  **-** | **Yes, the references are enough and are from recent years. They are good and related to the topic.** |  |
| Is the language/English quality of the article suitable for scholarly communications? | Yes, the language is good. It is easy to read and professional. A few small grammar or punctuation errors can be fixed before final publishing, but overall the writing is fine. |  |
| Optional/General comments | This is a strong and useful paper. It explains both the benefits and the problems of using big data in hiring. The suggestions it gives about using fairness tools and having people review the systems are very helpful. Maybe adding one simple diagram in the “Solutions” section could add value to the paper. |  |

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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:**

**Manoj Varma Lakhamraju, United States of America**