

Review Form 3

Journal Name:	Asian Journal of Economics, Business and Accounting
Manuscript Number:	Ms_AJEBA_129374
Title of the Manuscript:	Perceived Discrimination and the Effect on Job Satisfaction: Study on Employees with Disability
Type of the Article	Original Research Article

General guidelines for the Peer Review process:

This journal’s peer review policy states that **NO** manuscript should be rejected only on the basis of ‘**lack of Novelty**’, provided the manuscript is scientifically robust and technically sound. To know the complete guidelines for the Peer Review process, reviewers are requested to visit this link:

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PART 1: Comments

	Reviewer’s comment	Author’s Feedback <i>(Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)</i>
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 can highlight barriers faced by employees with disabilities especially in the banking sector and offering insights to guide banks toward adopting inclusive workplace policies that promote equality and foster a culture of acceptance and diverse participation. Apart from that, it can also raise public awareness and inspires other sectors to prioritize similar research and reforms. Moreover, by addressing discrimination it can reduce turnover rates and improve morale among workers especially those with disabilities.	
Is the title of the article suitable? (If not please suggest an alternative title)	It is good if the author can include specific industries or type of disabilities in the title for better precision and more engaging. The following are some suggestions: - Perceived Discrimination and Job Satisfaction Among Employees with Disabilities in the Banking Sector. - The Effect of Perceived Discrimination on Job Satisfaction: Evidence from Employees with Disabilities in Banking Sector. - Workplace Discrimination and Job Satisfaction Among Employees with Disabilities in the Banking Sector. - Exploring the Impact of Perceived Discrimination on Job Satisfaction of People with Disabilities: A Study in the Banking Sector.	
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 quite good, clear and precise.	
Is the manuscript scientifically, correct? Please write here.	Acceptable.	
Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.	Not enough and need more recent references. The following are some suggestions that might be good for the author to read and make some adjustment and improvement for the manuscript: - Wickenden, M., Thompson, S., Mader, P., Brown, S., & Rohwerder, B. (2020). Accelerating disability inclusive formal employment in Bangladesh. Kenya, Nigeria, and Uganda: What are the vital ingredients. - Pérez-Conesa, F. J., Romeo, M., & Yepes-Baldó, M. (2020). Labour inclusion of people with disabilities in Spain: the effect of policies and human resource management systems. The International Journal of Human Resource Management, 31(6), 785-804. - Kingori, R. M. (2020). Human resource disability-inclusive practices and the employment of persons with disabilities by commercial banks in Kenya (Doctoral dissertation, Strathmore University). - Anggraini, N. K., & Susetyo, H. (2024). Fulfillment of the Constitutional Rights of Persons with Disabilities to Employment Opportunities in the Banking Industry of State-Owned Enterprises. Journal of Law, Politic and Humanities, 4(6), 2119-2132.	

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Is the language/English quality of the article suitable for scholarly communications?	Sentence’s structure and some words need some changes. The author can ask someone that is good in English (scholar/academician) as a proof reader.	
Optional/General comments	Overall, the manuscript is good. But, lack of insights/literature and connection between people with disabilities, banking sector and job satisfaction.	

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) -	
Are there competing interest issues in this manuscript?	-	
If plagiarism is suspected, please provide related proofs or web links.	-	

PART 3: Declaration of Competing Interest of the Reviewer:

I declare that I have no competing interest as a reviewer.
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PART 4: Objective Evaluation:

Guideline	MARKS of this manuscript
Give OVERALL MARKS you want to give to this manuscript (Highest: 10 Lowest: 0) Guideline: Accept As It Is: (>9-10) Minor Revision: (>8-9) Major Revision: (>7-8) Serious Major revision: (>5-7) Rejected (with repairable deficiencies and may be reconsidered): (>3-5) Strongly rejected (with irreparable deficiencies.): (>0-3)	8

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Editorial Comments (This section is reserved for the comments from journal editorial office and editors):

	Author's Feedback

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Name of the Reviewer	Sofia Sarmimi Binti Saripin
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