



# I. K. Press

Journal Name:	<a href="#">Asian Journal of Arts, Humanities and Social Studies</a>
Manuscript Number:	<b>Ms_AJAHSS_12789</b>
Title of the Manuscript:	<b>Empirical Analysis of Employee Turnover Intention among Private Female School Teachers in District Peshawar</b>
Type of the Article	

## **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>
<b>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.</b>	<b>Retention of private school teachers is a genuine issue in developing countries like Pakistan. But study of its reasons is not comprehensive, but still in an article some reasons could be highlighted not all , so there is a worth of this effort.</b>	incorporated
<b>Is the title of the article suitable? (If not please suggest an alternative title)</b>	<b>Title is OK</b>	Ok



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<b>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.</b>	<b>Can add future recommendation</b>	added
<b>Is the manuscript scientifically, correct? Please write here.</b>	OK	Thanks
<b>Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.</b>	For an article references are enough and are mostly recent.	Okay thanks



Is the language/English quality of the article suitable for scholarly communications?	Language can be improved yet.	Noted and improved
<b>Optional/General</b> comments	<ol style="list-style-type: none"> <li>1. Correlational analysis reveals strong negative relationships between turnover intention and variables such as work-life balance (<math>r = -0.77</math>), job security (<math>r = -0.68</math>), and good salary (<math>r = -0.79</math>) ... How salary is not major determinant of employee turnover with this high (<math>r = -0.79</math>)?</li> <li>2. Selected determinants are then tested against turnover intention to determine their relationship and effect. Reference ?</li> <li>3. Private school teachers often face greater job insecurity than their counterparts in public schools due to factors such as contract-based employment, financial instability of schools, and limited regulatory protection. Source ?</li> </ol>	<p>Salary is a major determinant the value (<math>r = -0.79</math>) showed a high negative relationship between high salary and turnover but insignificant, justification is given in the discussion.</p> <p>Incorporated</p>

## PART 2:

	<b>Reviewer's comment</b>	<b>Author's comment</b> (if agreed with 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 details)	Agreed and changes are incorporated in the revised manuscript