



I. K. Press

Journal Name:	Asian Journal of Arts, Humanities and Social Studies
Manuscript Number:	Ms_AJAHSS_12789
Title of the Manuscript:	Empirical Analysis of Employee Turnover Intention among Private Female School Teachers in District Peshawar
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>
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 critical issue in education: the factors influencing teacher turnover intention among private female school teachers in Peshawar, Pakistan. The topic is highly relevant to the scientific community as it bridges gaps in the understanding of turnover dynamics in educational settings, especially in regions where data on private schools is scarce. By focusing on key determinants such as work-life balance, career growth opportunities, and job security, the study provides actionable insights that can inform both academic discourse and policy-making. It contributes to a growing body of literature on human resource management and educational stability in developing countries.	Thanks
Is the title of the article suitable? (If not please suggest an alternative title)	The title, " Empirical Analysis of Employee Turnover Intention among Private Female School Teachers in District Peshawar ", is clear and descriptive. However, it could be made more concise and engaging. Suggested alternative title: " Determinants of Turnover Intentions Among Female Teachers in Private Schools: Evidence from Peshawar "	As there is the research is based on quantitative evidence, that's why the title is based



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.	<p>The abstract is comprehensive and provides a clear overview of the research objectives, methodology, findings, and implications. Some sentences are a bit too dense, and there's a heavy focus on statistical details. It might be helpful to balance this with more emphasis on the practical significance of the findings.</p> <ul style="list-style-type: none">• Streamline statistical information to ensure broader accessibility to readers.• Add a brief sentence on potential policy recommendations derived from the findings.	Incorporated and highlighted in the revised manuscript
Is the manuscript scientifically, correct? Please write here.	<p>The manuscript appears scientifically sound, with a well-defined methodology and robust statistical analysis. The use of Pearson correlation, regression analysis, and ANOVA is appropriate for the research objectives. However:</p> <ul style="list-style-type: none">• The interpretation of statistical results could be expanded to discuss broader implications.• The limitations of the study, particularly those related to sample size and generalizability, should be explicitly stated in the discussion section.	Incorporated
Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.	<p>The references are sufficient, relevant, and include recent studies. However:</p> <ul style="list-style-type: none">• Some older references (e.g., Shaw et al., 2005) could be supplemented with more recent research on teacher turnover.• Suggest including a few global studies or meta-analyses on turnover intention for broader context.	Incorporated



Is the language/English quality of the article suitable for scholarly communications?	<p>The language is generally suitable for scholarly communication but requires minor corrections for grammar, word choice, and sentence structure. Examples:</p> <ul style="list-style-type: none">• Replace phrases like "Toal no. of items" with "Total number of items."• Avoid redundancy in sentences like "foster an appreciation for teachers, their working conditions, and their perspectives on job satisfaction."	Replaced and highlighted
<u>Optional/General</u> comments	<p>General Comments</p> <ul style="list-style-type: none">• The study is valuable but could benefit from a stronger theoretical framework to anchor the discussion of findings.• Visual aids, such as graphs or infographics, could enhance the presentation of results.• Expanding on the practical applications of the findings would improve the manuscript's impact on policymakers and school administrators.• Future research directions could explore how turnover intentions vary across different regions or school types. <p>Upon reviewing the manuscript, the following ethical concerns are noted:</p> <ul style="list-style-type: none">• Informed Consent and Confidentiality: While the methodology mentions challenges in data collection due to participant hesitancy, the manuscript does not explicitly address how informed consent was obtained or how participant confidentiality was ensured. This is critical when dealing with sensitive issues like employee turnover. <p>Potential Bias: The selection of respondents appears well-</p>	incorporated



J. K. Press

	structured (proportionate stratified random sampling). However, the lack of detail on how potential biases (e.g., social desirability bias) were mitigated during data collection raises ethical concerns regarding the accuracy and authenticity of the responses.	
--	---	--

PART 2:

	Reviewer's comment	Author's comment <i>(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)</i>
Are there ethical issues in this manuscript?	<i>(If yes, Kindly please write down the ethical issues here in details)</i>	highlighted