

Journal Name:	Asian Journal of Current Research
Manuscript Number:	Ms_AJOCR_12785
Title of the Manuscript:	JOB INCENTIVE AND FULFILMENT AMONG POULTRY FARM EMPLOYEES IN SOUTH-SOUTH, NIGERIA
Type of the Article	

General guidelines for the Peer Review process:

Artificial Intelligence (AI) generated or assisted review comments are strictly prohibited during peer review.

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:

<https://r1.reviewerhub.org/general-editorial-policy/>

Important Policies Regarding Peer Review

Peer review Comments Approval Policy: <https://r1.reviewerhub.org/peer-review-comments-approval-policy/>

Benefits for Reviewers: <https://r1.reviewerhub.org/benefits-for-reviewers>

PART 1: Comments

	Reviewer's comment Artificial Intelligence (AI) generated or assisted review comments are strictly prohibited during peer review.	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.	The manuscript delivers essential information about the connection between work-based incentives and work satisfaction levels of employees working in South-South Nigeria poultry farms. The study shines light on employee motivation in agricultural work along with productivity effects because this research topic is seldom focused in agricultural labor studies. The research analyzes multiple socioeconomic components and incentive programs and job satisfaction elements	

	to add to workforce management research within the poultry sector. The research outcomes about wage and salary effects on job fulfillment will help government officials and agricultural business authorities create improved labor guidelines to maximize industrial productivity and revenue streams.	
Is the title of the article suitable?(If not please suggest an alternative title)	I think, the current title, " JOB INCENTIVE AND FULFILMENT AMONG POULTRY FARM EMPLOYEES IN SOUTH-SOUTH, NIGERIA, " is fairly appropriate.	
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 comprehensive but could be improved for clarity and readability. Based on my undastanding this is the proposed suggested for improvements: <ol style="list-style-type: none"> 1. The phrase "<i>Data were composed using organized questionnaire...</i>" should be revised to "<i>Data were collected using a structured questionnaire...</i>" for grammatical accuracy. 2. The abstract could explicitly mention the sample size and response rate to provide context for the findings. 3. The statistical methods used (probit regression and descriptive statistics) are well stated, but the abstract would benefit from a brief mention of key statistical results (e.g., the significance level of wages and salaries). 4. The conclusion should be slightly more action-oriented, specifying how policymakers and employers can utilize the findings. 	
Is the manuscript scientifically, correct? Please write here.	The research study demonstrates connection to previous works through correct citations of relevant publications. The manuscript displays thorough scientific validity in both its data collection procedures as well as its analysis methods and research techniques. The chosen combination of multi-stage sampling technique together with probit regression analysis maintains conformity with top standards for economic and behavioral data research. Research supporting wage significance and job satisfaction findings rests on solid data while additional analysis of gender perspectives in satisfaction levels may yield beneficial results.	
Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.	Yes. I think, there should be the theoretical framework would become stronger by including fundamental texts on employee motivation theories such as Herzberg's Two-Factor Theory and Maslow's Hierarchy of Needs. The references from international journals and management strategies would make the manuscript more credible.	

Is the language/English quality of the article suitable for scholarly communications?	Yes, but for more accuracy an expert proofread or academic English editing software could boost the readability while increasing the impact of the manuscript.	
Optional/General comments		

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>	

Reviewer Details:

Name:	Sazib Hossain
Department, University & Country	Nanjing University of Information Science and Technology, China