Journal Name: Manuscript Number: Title of the Manuscript:

Type of the Article

Journal of Global Economics, Management and Business Research Ms\_JGEMBR\_12948

Leadership Behavior on Employee Performance During the Covid-19 pandemic Government of Patobong Village, South Sulawesi Province Indonesia.

PART 1: Comments

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|  | **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. authors must write their 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.** | The manuscript addresses a highly relevant topic by examining the influence of leadership behaviour on employee performance in the context of the COVID-19 pandemic, focusing on a local government setting. Its relevance lies in contributing to the understanding of how leadership practices affect public sector performance during crises.  Furthermore, incorporating local cultural values such as sipakainge, sipakalebbi, and sipakatau introduces an interesting cultural dimension that could enrich leadership studies. | The manuscript has been updated to reflect the empirical contributions of leadership behavior on employee performance within a village government setting during the COVID-19 pandemic. |
| **Is the title of the article suitable?**  **(If not, please suggest an alternative title)** | The current title is informative but can be slightly refined for clarity.  Suggested Title: "Effect of Leadership Behavior on Employee Performance during the COVID-19 Pandemic: | The title has been updated to IMPACT OF LEADERSHIP BEHAVIOR ON EMPLOYEE PERFORMANCE DURING THE COVID-19 PANDEMIC: A STUDY OF PATOBONG VILLAGE  GOVERNMENT, SOUTH |

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|  | Evidence from Patobong Village Government, South Sulawesi, Indonesia." | SULAWESI PROVINCE, INDONESIA |

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| **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 concisely presents the objectives, methodology, and key findings, offering an overview of the research. | I have refined the abstract for better clarity, included specific details on the sample size and statistical outcomes, and highlighted the study’s limitations and cultural aspects. |
|  | However, the abstract is weakened by grammatical errors |  |
|  | and lack of specificity regarding the sample size and |  |
|  | statistical outcomes. Moreover, it does not reflect the |  |
|  | study's limitations or cultural aspects, which are essential |  |
|  | to include in an academic abstract. |  |

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| **Is the manuscript scientifically correct? Please write here.** | The study employs quantitative analysis using multiple regression, which is appropriate for the research objectives. Using SPSS enhances the rigour of the data analysis, and the results are systematically presented.  There are significant methodological issues:   1. The normality test results (p = 0.000) indicate a non-normal distribution, yet the authors incorrectly claim normality. 2. The coefficient of determination (R² = 22.8%) reflects a weak model, but the discussion overstates its explanatory power. 3. There is a lack of critical engagement with broader leadership theories, particularly those relevant to crisis management, which undermines the theoretical depth of the study. | The manuscript has been revised to address the methodological issues:   1. The normality test results (p = 0.000) now explicitly indicate a non- normal distribution, and the need for non-parametric methods in future research has been acknowledged. 2. The coefficient of determination (R²   = 22.8%)is now correctly discussed, ensuring that its explanatory power is not overstated.   1. The discussion has been enhanced to engage more critically with leadership theories, particularly transformational, servant, and crisis leadership, to strengthen the theoretical depth of the study. |
| **Are the references sufficient and recent? If you have suggestions for additional references, please mention them in the review form.** | The manuscript references some relevant Indonesian and classical sources. However, the literature review lacks recent scholarly work, especially studies from 2020  onwards that examine leadership during COVID-19. This | I have incorporated recent scholarly works (2021–2023) on leadership during crisis situations to strengthen the literature review and theoretical framework |

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|  | omission limits the manuscript's academic relevance and weakens its engagement with current discourse in leadership studies.  Incorporate international and recent studies to strengthen the literature base and theoretical framework. |  |
| **Is the language/English quality of the article suitable for scholarly communications?** | The quality of English is poor, with numerous  grammatical mistakes, repetitive phrases, and poor | I have reviewed and refined the manuscript to improve grammatical accuracy, eliminate repetitive phrases, and enhance sentence structure for better readability and academic clarity. The language has been polished to meet scholarly standards. |
|  | sentence constructions. This affects the clarity and |
|  | academic tone of the paper. Substantial language editing |
|  | is necessary to enhance readability and meet scholarly |
|  | standards. |
| **Optional/General** comments | The discussion section could better link findings to practical policy implications (e.g., how village leaders can adapt leadership styles post-pandemic). | I have enhanced the discussion section by linking findings to practical policy implications, focusing on how village leaders can adapt leadership styles post-pandemic |

PART 2:

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|  | **Reviewer’s comment** | **Author’s comment** *(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)* |  |