

REVIEWER'S REPORT

Manuscript No.: IJAR-51181

Date: 22-04-2025

Title: Exploring Relationships Among Organizational Commitment, Job Satisfaction, Performance, And Turnover In Banking

Recommendation:

Accept as it is.....**YES**.....

Accept after minor revision.....

Accept after major revision

Do not accept (*Reasons below*)

Rating	Excel.	Good	Fair	Poor
Originality	√			
Techn. Quality		√		
Clarity		√		
Significance			√	

Reviewer's Name: Mr Bilal Mir

Reviewer's Decision about Paper: **Recommended for Publication.**

Comments (*Use additional pages, if required*)

Reviewer's Comment / Report

1. Abstract:

The abstract concisely outlines the scope and purpose of the study, focusing on the interrelation between organizational commitment, job satisfaction, employee performance, and turnover in the banking sector. It highlights the research objectives, methodology, key findings, and conclusions. The abstract effectively communicates the core themes and structure of the research while maintaining a logical flow and relevance to human resource management studies.

2. Keywords:

The selected keywords are appropriate and relevant to the theme of the paper. They support the visibility and discoverability of the study across research databases dealing with employee motivation, organizational behavior, and banking-sector HR practices.

3. Introduction:

The introduction successfully sets the tone for the study, emphasizing the role of organizational commitment in enhancing employee motivation and performance. The theoretical references support the narrative well, indicating a strong grounding in existing literature. The contextualization within the banking industry is appropriate, especially the emphasis on stability and trust.

REVIEWER'S REPORT

4. Literature Review:

The literature review section touches on the various factors influencing job satisfaction in banking. It acknowledges the importance of recognizing and addressing these elements to enhance performance and reduce turnover. The references to compensation and motivation create a strong linkage between theory and observed behavior in the industry.

5. Methodology:

The methodology is clearly presented. It notes the use of a primary quantitative approach through a questionnaire survey and mentions the application of SPSS for data analysis. The structure of the survey (demographic and subject-oriented questions) and its analytical framework are briefly described, which aligns well with the study's quantitative design.

6. Findings and Analysis:

The findings section reports that the study's hypotheses are supported and that variables are auto-correlated, with a moderate-to-low correlation strength. This suggests a nuanced interaction among the factors studied. The presentation of the correlation results is straightforward and contributes to the paper's analytical depth.

7. Discussion:

The discussion offers insight into the meaning of the findings. It notes the interconnectedness of variables and the importance of a positive impact in one area leading to benefits in others. The explanation that stronger organizational commitment enhances job satisfaction and performance while reducing turnover is well-reasoned.

8. Conclusion:

The conclusion succinctly summarizes the key takeaway—that organizational support and satisfaction are critical for improving performance and reducing turnover in the banking sector. The conclusion ties together the key findings effectively and reinforces the study's central thesis.

Overall Assessment:

This is a well-structured and coherent study that explores an important topic in organizational behavior and human resource management. The paper provides valuable empirical insight into the dynamics of employee engagement and retention in the banking sector, contributing to both academic knowledge and practical strategies for workforce management.