

REVIEWER'S REPORT

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Date: 25/06/2025

Title: A STUDY ON IMPACT OF WORKING ENVIRONMENT ON EMPLOYEES' PERFORMANCE IN BANKING SECTOR WITH SPECIAL REFERENCE TO HDFC BANK

Recommendation:

Accept as it is
 Accept after minor revision.....
 Accept after major revisionYes.....
 Do not accept (*Reasons below*)

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

Reviewer Name: Dr. Yanti Budiasih

Date: 25/06/2025

Reviewer's Comment for Publication.

The research can be accepted, especially for an undergraduate academic requirement as long as the language is polished, the data presentation is improved, and key suggestions are implemented.

Detailed Reviewer's Report

Strengths of the research

- Relevant and timely topic
The research addresses a critical post-pandemic issue, the role of the banking sector in economic recovery and the importance of employee performance in achieving that.
- Clear and specific focus
The study concentrates on three key factors, *Physical Environment*, *Supervisor Support*, and *Work-Life Balance*, which are tangible, measurable, and highly relevant to employee performance.
- Use of primary data
Data was collected directly through questionnaires from 50 HDFC Bank employees, providing first-hand insights into the real work environment.
- Appropriate Statistical Method
The use of the Chi-square test is suitable for the categorical data collected and helps in validating hypotheses effectively.
- Well-organized data presentation
The study includes frequency tables and clear interpretations of each question, which makes the results easy to understand and analyze.
- Comprehensive analysis
It provides not only findings but also practical suggestions for improvement, such as wellness spaces and technology integration, adding real-world value to the research.

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REVIEWER'S REPORT

Weaknesses of the research

1. Limited sample size
The sample is restricted to only 50 employees from HDFC Bank in Bhopal, which limits the generalizability of the findings to other branches or banks.
2. Narrow geographic scope
The study focuses only on branches in one city (Bhopal), missing regional variations that might exist in employee experience and bank operations.
3. Simple sampling technique
The research uses simple random sampling, but a more robust approach like stratified or cluster sampling could have improved representativeness, especially across departments or job levels.
4. Limited parameters studied
Although the study covers important factors, it could have been more comprehensive by including additional variables like organizational culture, technology, teamwork, or mental health support.
5. No longitudinal perspective
The study is cross-sectional, providing a snapshot at a single point in time. A longitudinal study could better capture changes in perceptions over time, especially post-pandemic.
6. Lack of qualitative insights
The research relies heavily on quantitative data. Including qualitative interviews or open-ended responses could offer deeper understanding of employee experiences and feelings.

Novelty of the research

1. Post-pandemic perspective on Indian private banking
This study offers a unique focus on the impact of the work environment on employee performance in the context of post-COVID recovery, specifically within the Indian private banking sector. Such context-driven research remains limited, especially in India.
2. Integrated analysis of three key workplace factors
Unlike many previous studies that focus on only one or two variables, this research simultaneously investigates the influence of physical environment, supervisor support, and work-life balance on employee performance, providing a comprehensive model of workplace effectiveness.
3. Contextual novelty: HDFC Bank in Bhopal
The study provides a localized insight into employee experiences at HDFC Bank branches in Bhopal. This narrow focus allows for in-depth understanding of employee perceptions within a specific organizational and regional context that has not been widely studied.
4. Use of empirical data and Chi-Square analysis
The application of the Chi-square test on primary, Likert-scale-based data to test hypotheses adds empirical rigor. This approach enhances the credibility and statistical significance of the findings, especially in a human resources context.
5. Practical recommendations based on data
The research goes beyond theoretical discussion by offering actionable suggestions, such as creating wellness spaces and integrating workplace technology. These suggestions are directly based on employee feedback, making them practical and impactful.

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Areas for Improvement – To Strengthen Scientific Quality:

Aspect	Evaluation	Recommendation
Literature Depth	Limited to a few local studies	Include more recent and international references, especially from peer-reviewed journals
Sample Size & Scope	Only 50 respondents from HDFC Bank in Bhopal	Expand the sample to cover multiple banks and cities for better generalizability
Language & Grammar	Numerous grammatical and sentence structure issues	Needs proofreading and academic-level English editing
Statistical Analysis	Only uses Chi-square test	Add advanced methods like regression or correlation analysis for deeper insights
Data Interpretation	Mostly descriptive, lacks deeper discussion	Compare findings with prior studies and analyze implications more critically
Limitations & Practical Implications	Mentioned briefly	Elaborate more on how limitations affect validity and give practical HR implications

The research **needs enhancements** in methodology, language, and depth of analysis.

However, Acceptance Depends On Context:

If submitted to...	Acceptable?	Conditions
Bachelor’s Thesis (S1/D3)	Yes	With minor revisions in language, clarity, and depth
Master’s Thesis (S2)	Possibly	Needs stronger methodology, larger sample, deeper analysis
Journal (National)	With revision	major Must improve grammar, academic rigor, and theoretical framing
Scopus / International Journal	Not yet	Requires redesign with better sampling, analysis, and academic writing