

REVIEWER'S REPORT

Manuscript No.: IJAR-53416

Date: August 18, 2025

Title: THE INFLUENCE OF SCHOOL LEADERSHIP ON JOB SATISFACTION

Recommendation:

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

Rating	Excel.	Good	Fair	Poor
Originality		X		
Techn. Quality			X	
Clarity			x	
Significance		X		

Reviewer Name: Prof. Dr. Mario A. Fetalver, Jr.

Date: August 18, 2025

Reviewer's Comment for Publication.

The manuscript presents a relevant research topic with clear objectives and structured content. Its strength lies in the clarity of presentation and alignment with the field of study. However, several sections require **major revision**: (1) strengthening the methodology by detailing research design and tools, (2) enriching the discussion with theoretical and empirical integration, and (3) ensuring APA compliance in references and formatting. Minor issues in grammar and writing style should also be addressed for smoother readability.

Recommendation: ☐ ☐ Major Revision

The study has good potential for publication once methodological rigor, literature integration, and formatting consistency are improved.

Detailed Reviewer's Report

Criteria	Commendation	Revision Needed
TITLE	Title is clear and aligned with the subject matter.	Needs to be more concise and specific; avoid redundancy in phrasing.
ABSTRACT	Summarizes the study focus and objectives effectively.	Should include clearer details on methodology and specific findings with statistics or qualitative highlights.
KEYWORDS	Keywords are relevant and connected to the theme.	Add broader/synonymous keywords to improve retrieval in indexing databases.
INTRODUCTION	Provides sufficient background and establishes rationale.	Research gap is not well articulated; needs stronger justification and more recent references (2020–2024).
METHODOLOGY	Method is structured with basic description of process.	Requires greater detail on research design, participants, tools, validity, and ethical considerations.
RESULTS AND DISCUSSION	Results are presented with some supporting discussion.	Discussion is mostly descriptive; needs deeper analysis, comparisons, and integration with existing literature.
CONCLUSION	Provides summary of findings.	Expand to highlight broader implications, limitations, and recommendations for practice

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		and future research.
REFERENCES	References cover relevant topics.	Inconsistent formatting; some outdated citations. Must follow APA 7th edition or journal style strictly.
GRAMMAR & ORIGINALITY	Writing is scholarly, original, and relevant.	Minor grammar, syntax, and flow issues need polishing.
TABLES/FIGURES/EQUATIONS	Supporting visuals are included.	Improve clarity, captions, and alignment with journal formatting guidelines.
STATISTICAL RESULTS	Basic statistics are presented.	Statistical treatment is limited; include deeper inferential analysis (e.g., correlation, regression) to strengthen results.