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Title: Enhancing public sector motivation through managerial innovation: a literature review

Recommendation:

Accept as it isYES.....

Accept after minor revision.....

Accept after major revision

Do not accept (*Reasons below*)

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

Reviewer Name: Mr Bilal Mir

Reviewer's Comment for Publication.

General Assessment:

The manuscript addresses a relevant and timely issue in public administration: the challenge of motivating public sector employees through managerial innovation. The topic holds significant importance given the evolving nature of public service delivery and the growing demands on public organizations to respond to internal and external pressures effectively.

The paper situates itself within a theoretical framework, drawing from existing literature to explore the interplay between managerial innovation and employee motivation in public institutions. It attempts to synthesize key contributions in the field and reflects on the applicability of various innovative managerial practices in a public sector context.

Originality and Relevance:

The topic of managerial innovation as a tool to enhance public sector motivation is pertinent and aligns with ongoing discourse in public management reform. The manuscript contributes to the literature by consolidating existing studies and offering a narrative around how innovative management practices may address persistent motivational challenges in the public sector. The

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attention to concepts such as transformational leadership, Public Service Motivation (PSM), and knowledge management further reflects its relevance.

Structure and Organization:

The structure follows a standard academic format suitable for a literature review, including an abstract, introduction, and a focus on theoretical underpinnings. There is a clear articulation of the problem and a consistent thematic focus throughout the manuscript. The logical flow from identifying challenges to proposing the role of innovation as a motivational catalyst is maintained.

Clarity and Language:

The manuscript demonstrates an intention to communicate complex ideas regarding public sector motivation and managerial innovation. It engages with academic terminology and attempts to present a coherent narrative. Key terms are presented early, and the abstract summarizes the core arguments succinctly. The language reflects an academic tone appropriate for scholarly discourse in public administration.

Theoretical and Conceptual Contribution:

The paper underscores the potential of managerial innovation as a transformative tool in public sector human resource management. It consolidates existing frameworks and discussions related to employee motivation and applies them to a public sector setting. The reference to PSM, leadership styles, and workplace well-being illustrates an effort to bridge different conceptual areas.

Use of Literature:

The manuscript reflects an engagement with prior studies, indicating a synthesis of key academic sources. It draws from theoretical models and discussions across public administration and management fields. The literature review appears focused on identifying the

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motivational impact of specific innovation practices, and the discussion reflects on their adaptability to the public sector context.

Methodological Rigor:

Given that the manuscript is a literature review, it relies on secondary data and theoretical sources. The approach is conceptual and not empirical, which is consistent with its stated purpose. There is a clear emphasis on exploring the theoretical implications of managerial innovation without claiming empirical validation.

Conclusion and Implications:

The manuscript concludes by emphasizing the strategic role of managerial innovation in enhancing employee motivation. It highlights leadership, intrinsic motivation, and organizational culture as essential factors that public institutions must consider. The conclusion aligns with the rest of the text and reflects the core message of the review.

Overall Evaluation:

This literature review provides a focused and conceptually grounded discussion on how managerial innovation can enhance motivation in the public sector. It engages with key themes relevant to the field and maintains a consistent theoretical perspective. The manuscript contributes to the ongoing discourse on public sector reform and human resource development by consolidating insights from existing literature.
