

## REVIEWER'S REPORT

Manuscript No.: IJAR-54179

Date: 04/10/2025

**Title:** QUALITY OF WORK LIFE AND ORGANIZATIONAL COMMITMENT AT GRUPO STRATEGIES S.A.C., TRUJILLO, 2024

### Recommendation:

### Rating

**Accept after minor revision.**

Originality  
Techn. Quality  
Clarity  
Significance

Excel.	Good	Fair	Poor
	✓		
	✓		
	✓		
✓			

**Reviewer Name:** Dr. Kanumuri Vinod Varma

**Date:** 04/10/2025

## Manuscript Review Report

**Title:** Quality of Work Life and Organizational Commitment at Grupo Strategys S.A.C., Trujillo, 2024

## SIGNIFICANCE

The paper is about one of the most topical and modern issues the correlation of quality of work life (QWL) with organizational commitment. It is a very vital topic, especially in Latin America where the organizational practices are changing at a very high rate. The study will offer useful information on the relationship between employee welfare and commitment and overall organizational performance.

## STRENGTHS

- \* Validated instruments were used in the study (WRQoL Scale and Work Engagement Scale), which makes the study credible and reliable.
- \* Clear methodology Applied, correlational, non-experimental design, appropriate to the research problem.
- \* Extensive data analysis and statistical findings that will include correlation coefficients of each dimension.
- \* Both negative and positive sides of QWL observed and results gave a balanced interpretation.
- \* Properly developed theoretical framework with a wide and rather recent references (2020-2024), which adds academic importance.

## KEY INSIGHT

# International Journal of Advanced Research

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## **REVIEWER'S REPORT**

The authors concluded that QWL and organizational commitment had a strong positive correlation ( $r = 0.755$ ,  $p < 0.000$ ), and more specifically, home-work interface ( $r = 0.863$ ) and general well-being ( $r = 0.755$ ). Stress had a significant negative relationship, which indicates the influence it has as a hindrance to organizational commitment. This observation highlights the need of companies to consider the employee well-being programs in order to enhance commitment and productivity.

**Title of Paper: QUALITY OF WORK LIFE AND ORGANIZATIONAL COMMITMENT AT GRUPO STRATEGIES S.A.C., TRUJILLO, 2024**

## **SUMMARY OF THE WORK**

### **Reviewer's Comment / Report**

The article is lucid, consistent and well founded. The introduction establishes a good rationale, the problem statement is accurate and the methodology is suitable. Results are well presented including tables and interpretations. Findings are met by conclusions.

### **But they can be improved in the following areas:**

1. Wording and Structure: The grammatical mistakes and some clumsy wording can be corrected to make the text easier to read.
2. Depth of Discussion: Although the present correlations are provided in an ideal manner, it would be more theoretically insightful to discuss more thoroughly why some dimensions (e.g., home-work interface) are better predictors than others.
3. Practical Implications: The research might be extended with more practical implications on management and HR practitioners in Grupo Strategys S.A.C. and other companies of this type.
4. Sample Size Justification: The reason, though briefly, is that, despite the sample of 53 employees surveyed, it would be better to justify the representativeness and weaknesses of the non-probabilistic sampling.

## **RECOMMENDATIONS ON HOW TO IMPROVE.**

\* Correct minor grammatical/structural problems.

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## REVIEWER'S REPORT

\* Enlarge the discourse on the practical implication of HR policy.

\* Further justify the method of sampling.

\* Enhance the association of results with the world literature (comparison with other studies in other parts of the world).

## CONCLUSION

It is a properly written, methodological, and topical research paper that helps to comprehend how the quality of work life and organizational commitment are correlated in a Peruvian case. It will be publication ready, albeit with few amendments.

## RECOMMENDATION FOR PUBLICATION

Accept after minor revision

## EVALUATION CRITERIA

- **Originality: Good** (subject matter is thoroughly researched on an international level but implemented in Peruvian setting, which introduces local freshness).
- **Technical Quality: Good** (valid instruments, statistical analysis, but insignificant requirement to discuss it deeper).
- **Clarity: Good** (clear, but the language should be refined).
- **Significance: Excellent** (offers very practical and theoretical knowledge, particularly applicable to the field of organizational development and HR strategies).