

REVIEWER'S REPORT

Manuscript No.: IJAR-54179

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

Recommendation:

Accept as it is

Accept after minor revision.....

Accept after major revision

Do not accept (*Reasons below*).....

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

Reviewer Name: Dr. Himanshu Gaur

Date:05/10/2025

Detailed Reviewer's Report

The paper titled “Quality of Work Life and Organizational Commitment at Grupo Strategys S.A.C., Trujillo – 2024” presents a well-structured empirical investigation into the relationship between employees’ quality of work life (QWL) and their organizational commitment within a Peruvian consulting firm. The study employs an applied, correlational, non-experimental design and collects data from 53 employees using validated instruments—the Work-Related Quality of Life (WRQoL) Scale and the Work Engagement Scale (WES). The findings reveal a strong positive correlation ($r = 0.755$, $p < 0.05$) between QWL and organizational commitment, confirming that improvements in employee well-being, control at work, and working conditions significantly enhance commitment levels. Moreover, specific dimensions such as the home-work interface ($r = 0.863$) and general well-being ($r = 0.755$) emerged as key determinants, while work stress showed a significant negative correlation ($r = -0.663$). The study’s strengths lie in its methodological clarity, empirical rigor, and contextual relevance to Latin American labor dynamics, particularly in highlighting the psychosocial factors influencing employee engagement. However, certain aspects require minor revision before publication. First, the literature review, though comprehensive, could benefit from integrating more recent global studies (2024–2025) on QWL and organizational behavior to strengthen theoretical grounding. Second, while correlation statistics are well-presented, additional regression or structural modeling analyses would enrich the explanation of causality between variables. Third, the discussion section should better connect findings with managerial implications and potential HR interventions for improving organizational climate. Lastly, some minor issues in formatting (table numbering, spacing) and language consistency (transitions between Spanish and English phrasing) should be corrected to enhance readability. Overall, the paper is academically sound, methodologically consistent, and contributes significantly to organizational psychology literature in the Latin American context. Therefore, it is recommended for acceptance with minor revisions, focusing on refining theoretical integration, deepening statistical analysis, and improving presentation quality.