

REVIEWER'S REPORT

Manuscript No.:IJAR-54426

Title: Comparative studies: The Maslow theory Hierarchy of Needs &Almekrad theory of Model C Mechanism in management at work Environment. By associate professor: Fahad Almekra

Recommendation:

Accept as it is

Accept after minor revision YES

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:21/10/2025

Detailed Reviewer's Report

The comparative study titled “The Maslow Theory Hierarchy of Needs &Almekrad Theory of Model C Mechanism in Management at Work Environment” presents an analytical attempt to explore the conceptual similarities and differences between Maslow’s Hierarchy of Needs and Dr. Fahad Almekrad’s Model C Mechanism in the context of modern management practices. The paper aims to establish how both frameworks contribute to understanding human motivation, organizational behavior, and employee empowerment within workplace environments. Maslow’s model focuses on five hierarchical levels of human needs—physiological, safety, love/belonging, esteem, and self-actualization—while Almekrad’s Model C introduces a seven-step systematic approach designed to enhance managerial capacity and human resource development. The study emphasizes that both theories converge on the importance of human-centric management, motivation, and self-development, though Model C advances the discussion by offering a practical, step-by-step mechanism applicable to empowerment strategies and decision-making in contemporary organizations. The research highlights the need for integrating traditional psychological theories like Maslow’s with modern management frameworks such as Model C to create adaptable models suited to dynamic work environments.

Author Suggestions: The paper would benefit from a clearer theoretical comparison supported by empirical evidence, illustrating how Model C’s seven steps align or contrast with Maslow’s five needs in practical workplace scenarios. Including case studies or organizational applications could strengthen the validation of Model C’s effectiveness. Moreover, refining the structure, ensuring conceptual clarity, and expanding the discussion on the implications for modern management education and human resource strategy would make the study more comprehensive and academically impactful.