

REVIEWER'S REPORT

Manuscript No.: IJAR-**54723**

Title: *An Empirical Investigation of Leadership Practices and Work–Life Balance of Migrant Workers in Korea*

Recommendation:

Accept as it is
 ✓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: **Dr. Anam Zehra**

Reviewer's Comment for Publication.

A methodologically solid and contextually valuable empirical study that investigates the impact of leadership practices on the work–life balance of migrant workers in Korea's Employment Permit System. The mixed-method design, strong theoretical anchoring, and statistical interpretation make this paper both academically and practically significant. Minor improvements in structure and expression will further enhance clarity and publication readiness.

Recommendation: Accept after minor revision.

Detailed Reviewer's Report

STRENGTHS

1. Focuses on a relevant and underexplored issue connecting leadership style to migrant workers' well-being and balance.
2. Employs a convergent parallel mixed-method design that enriches both validity and interpretative depth.
3. Theoretically grounded in transformational and servant leadership frameworks with clear hypotheses.
4. Presents statistically robust results through regression and moderation analyses with strong reliability.

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5. Provides clear policy implications for leadership training, work-hour regulation, and cultural adaptation programs.

WEAKNESSES

1. Literature review, though comprehensive, is lengthy and can be condensed for a sharper thematic focus.
2. Some redundancy in explaining sampling procedures and qualitative analysis needs trimming.
3. Tables and figures require standardized formatting and consistent caption placement.
4. Minor grammatical inconsistencies and long sentences reduce academic flow.
5. The discussion could more clearly connect findings with theoretical and policy dimensions.