

## REVIEWER'S REPORT

Manuscript No.: **54723**

Date: 10/11/2025

**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. Touseef Malik**

Date: 11/11/2025

### Reviewer's Comment for Publication.

A comprehensive and empirically rich study that explores the intersection of leadership practices and work-life balance (WLB) among migrant workers in South Korea's Employment Permit System. The manuscript effectively applies a mixed-method design, combining survey-based quantitative analysis with qualitative insights to capture the structural, cultural, and organizational dynamics shaping migrant well-being. It demonstrates commendable methodological detail, contextual sensitivity, and theoretical integration. Minor refinement in structure, data visualization, and language polishing will further enhance its readability and scholarly presentation.

**Recommendation:** Accept after minor revision.

## Detailed Reviewer's Report

### STRENGTHS

1. Addresses a globally relevant issue by linking leadership behaviour with migrant workers' well-being and policy implications.
2. Applies a rigorous mixed-method design ensuring depth, validity, and contextual triangulation of findings.
3. Integrates transformational and servant leadership theories effectively with work-life balance frameworks.

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4. Demonstrates empirical precision through well-reported regression analysis and interpretation of statistical data.
5. Provides actionable, cross-cultural recommendations for leadership training and policy reforms in migrant workplaces.

## WEAKNESSES

1. Methodology is lengthy and could be condensed for better narrative balance and clarity.
2. Tables and figures need consistent formatting, numbering, and caption alignment.
3. Minor grammatical inconsistencies and long sentences affect academic tone and fluency.
4. Comparative analysis across nationality or gender subgroups is missing and could add depth.
5. Conclusion should more explicitly highlight theoretical contribution and global policy relevance.