

REVIEWER'S REPORT

Manuscript No.: IJAR-54929

Title: Self-Compassion and Psychological Well-Being as the Predictors of Humour Among Corporate Employees: A Gender-Based Study

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**

Reviewer's Comment for Publication.

A well-designed empirical manuscript that examines humour in relation to self-compassion and psychological well-being among corporate employees, incorporating a clear gender-based comparative approach. The study is anchored in strong theoretical foundations (Neff, Ryff, Thorson & Powell), employs appropriate standardized measurement tools, and uses suitable parametric analyses such as correlation and stepwise regression. The results are presented clearly, supported by detailed tables (Page 10), and the discussion meaningfully integrates previous research. However, some sections, especially the Introduction and Review of Literature, are overly lengthy, with repetitive or overlapping explanations of key constructs. Additionally, minor issues related to spacing, paragraph organization, and table formatting need refinement.

Recommendation: Accept after minor revision.

Detailed Reviewer's Report

STRENGTHS

1. Demonstrates strong theoretical grounding in humour, self-compassion, and psychological well-being, supported by accurate definitions and established models (Neff, Ryff, Thorson).
2. Presents clear objectives and hypotheses that are systematically aligned with the analytical framework (H1–H6).
3. Utilizes standardized and psychometrically reliable scales, with reported Cronbach's alpha values that strengthen measurement credibility (e.g., SCS $\alpha = .87$; MSHS $\alpha = .91$).
4. Offers comprehensive statistical analysis, including descriptive statistics, correlation matrices, and well-explained stepwise regression results (Table 1 & Table 2, Page 10).

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5. Provides meaningful gender-based insights, identifying different predictors of humour for males (personal growth) and females (self-kindness, common humanity, self-judgement, mindfulness).
6. The discussion is well-integrated with existing literature and positive psychology frameworks, enhancing interpretative depth.

WEAKNESSES

1. The Introduction and Review of Literature contain lengthy and repetitive sections that reduce readability and should be condensed.
2. Key definitions (e.g., humour, self-compassion) appear in multiple forms and need streamlining to avoid redundancy.
3. Formatting inconsistencies, particularly in tables, spacing, and alignment (e.g., Table 1 on Page 10), require correction for publication quality.
4. The sampling strategy lacks a clear justification, and limiting the sample to two corporate regions affects generalizability.
5. Portions of the discussion adopt a descriptive, textbook-like tone rather than offering deeper analytical engagement with the findings.
6. The conclusion is somewhat lengthy and should focus more on implications rather than repeating detailed results.