



REVIEWER'S REPORT

Manuscript No.: IJAR-55960

Title: Effects of cultural adjustment challenges of non-keralite professional in the IT park in Kerala

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	✓			
Techn. Quality		✓		
Clarity			✓	
Significance	✓			

Reviewer Name: Dr Nandini B

The manuscript titled “Effects of Cultural Adjustment Challenges of Non-Keralite Professionals in the IT Parks in Kerala” addresses an important issue in the field of cross-cultural management and human resource studies. The topic is relevant and timely, considering the increasing cultural diversity within the Indian IT sector. The objectives of the study are clearly stated, and the author has made a genuine effort to collect primary data and analyze it using appropriate statistical techniques. The study provides useful insights into the personal, psychological, job-related, and organizational challenges experienced by non-Keralite employees, and the findings are of practical relevance to HR practitioners and organizational managers

However, the manuscript would benefit from minor revisions to enhance its overall academic quality. Greater clarity is required in explaining the research methodology, particularly with respect to sampling procedures and the reliability of the research instrument. The discussion section tends to be largely descriptive, and a stronger analytical interpretation linking the findings with existing literature would improve the contribution of the paper. In addition, the manuscript requires language editing to address grammatical issues and

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improve readability. Consistency in table presentation, numbering, and reference formatting should also be ensured as per journal guidelines. With these refinements, the manuscript would be suitable for publication.