

REVIEWER'S REPORT

Manuscript No.: JNBMS-048

Title: Pressure-to-Trust Governance Under Institutional Acceleration.

Recommendation:

Accept after minor revision.

Rating	Excel.	Good	Fair	Poor
Originality	✓			
Techn. Quality	✓			
Clarity	✓			
Significance	✓			

Reviewer's ID: JPR- Dr. Bishwajit Rout

Detailed Reviewer's Report

Overall Evaluation

The manuscript, "Pressure-to-Trust Governance Under Institutional Acceleration." consolidates six domain frameworks from The Inner Engine of Leadership into an integrated Pressure-to-Trust Governance architecture. It addresses high-pressure institutional decision-making under acceleration, identifying under-governed intervals between pressure and explanation, and aspiration and commitment. Drawing on crisis management, high-reliability organizing, just culture, and related theories, it translates disciplines such as decision stillness and strategic silence into measurable controls. The paper proposes a Governance Index, hybrid instruments, and a research roadmap. Offered as a non-empirical synthesis for future validation across crisis, infrastructure, technology, compliance, policy, and safety contexts.

Suggestions for Improvement:

1. Strengthen motivation using contemporary governance challenges.
2. Expand discussion explaining why existing governance theories inadequately address institutional pressure, communication timing, and trust preservation across multiple organizational contexts.
3. Critically compare competing governance frameworks systematically.
4. Develop stronger synthesis connecting crisis management, compliance governance, organizational trust, and high-reliability theories into one coherent conceptual foundation effectively.

REVIEWER'S REPORT

5. Differentiate objectives from research contributions clearly.
6. Strengthen justification by demonstrating why integrating governance intervals contributes beyond existing conceptual models proposed across crisis and leadership literature.
7. Explain framework development procedures systematically.
8. Provide a clear protocol demonstrating how governance constructs were selected, refined, synthesized, and theoretically validated across six contributing frameworks systematically.
9. Clarify relationships among governance dimensions explicitly.
10. Explain causal pathways linking governance disciplines with institutional trust, communication quality, organizational resilience, and leadership effectiveness using theoretical reasoning consistently.
11. Support every research proposition through relevant empirical literature, demonstrating theoretical consistency and improving confidence in future empirical validation efforts.
12. Explain organizational adoption challenges clearly.
13. Recommend empirical validation across multiple sectors.
14. Strengthen concluding managerial implications clearly.

Final Verdict:

The manuscript presents an original conceptual contribution by integrating multiple governance perspectives into a comprehensive Pressure-to-Trust Governance framework applicable across diverse institutional settings. Its theoretical innovation, structured architecture, and implementation roadmap are commendable. However, the manuscript requires stronger theoretical integration, methodological transparency, literature synthesis, construct operationalization, and validation strategy. Addressing these issues will considerably enhance scholarly rigor, practical relevance, and publication quality. Recommendation: Minor Revision. Addressing the identified weaknesses will make it suitable for publication in **JNBMS**.

I recommend this paper for publication after minor revision.