



## REVIEWER'S REPORT

Manuscript No.: IJAR-56323

**Title:** STRESS, COMMITMENT, WORK VALUES, ORGANIZATIONAL CLIMATE, AND IMPLEMENTATION OF MODULAR DISTANCE LEARNING

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

**Recommendation:**

Accept as it is .....YES.....

Accept after minor revision.....

Accept after major revision .....

Do not accept (*Reasons below*) .....

### Detailed Reviewer's Report

This research paper investigates the to determine the level of stress, commitment, work values, organizational climate, and the level of implementation of the modular distance learning. In this manuscript the Abstract is written in a detailed format in which all things have been mentioned properly such as title, methods, sample results, etc., the keywords are also given properly. In the introduction part, the researcher has made link of introduction with the title and has given a detailed background effectively also the citations are given properly. In addition to this, the Methodology is given in a proper way. Also, research questions or objectives are given properly. Results are also given properly and they are given with statistical proofs. At the end, the educational implications, limitations and further suggestions are given in this manuscript properly. Thus, this paper is accepted as it is.

#### Reason for Accepting as it is

In this manuscript Abstract is written properly with all important things such as sample, method, findings etc. The keywords are also given properly. In the introduction part, the researcher has made link of introduction with the title and has given a detailed background effectively also the citations are given properly. Research questions or objectives are given properly. In addition to this, there are educational implications, limitations and further suggestions given in this manuscript. Thus, this paper can be accepted as it is.

#### Abstract

In this manuscript the Abstract is written in a detailed format in which all things such as sample, method, findings etc. have been mentioned properly. The keywords are also given properly.

#### Introduction

In the introduction part, the researcher has made link of introduction with the title and has given a detailed background effectively also the citations are given properly.

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### Methodology

Methodology is given in a proper way in this manuscript also the researcher has mentioned the research questions or objectives properly such as 1. What is the level of stress among the teachers in terms of: 1.1 organizational and; 1.2 extra-organizational stress? 2. What is the level of organizational commitment of the teachers in terms of: 4.1 affective commitment; 4.2 continuance commitment; and 4.3 normative commitment? 3. What is the level of work values of the teachers in terms of: 2.1 personal; and 2.2 organizational? 4. What is the level of organizational climate in terms of: 4.1 Role Clarity; 4.2 Reward System; 4.3 Socio-emotional Support; and 4.4 Teamwork? 5. What is the level of implementation of modular distance learning? 6. Is there a significant relationship between the teachers' level of implementation of modular distance learning and the level of stress, organizational commitment, work values, and organizational climate among secondary school teachers? 7. Which of the independent variable/s, singly or in combination, influence the implementation of modular distance learning? 8. What action plan can be designed based on the results of the study?

### Results

The result section is given in a proper way in this manuscript. The findings are given in detail with statistical proofs.

### Discussion

The discussion section in this study is given in a detail and also the researcher has made comparisons of results with previous studies. In addition to this, further suggestions, limitations and implications have been provided by the researcher by which the validity of research papers increases and becomes more effective.

### Conclusion

Overall the research paper is good and important, and all important things have been mentioned properly so this manuscript is accepted as it is.