

**Manuscript No.: IJAR-56323**

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

**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's Comment for Publication:**

The study covers multiple important variables including stress, organizational commitment, work values, organizational climate, and implementation of modular distance learning. The paper is anchored on well-established theories such as Zone of Proximal Development, Transactional Theory, Behavioral Theory. stress—particularly extra-organizational stress—is a critical factor influencing how well teachers can implement modular distance learning. Managing and reducing this stress is essential for improving educational outcomes in the modular distance learning context. Socio-emotional support helps maintain the connection between teachers, students, and parents despite the physical separation caused by distance learning.

**.Recommendation:** Accept after minor revision,

***Detailed Reviewer's Report***

**STRENGTHS:**

- 1- The study highlight Parents and guardians will face various challenges in fulfilling their roles as MKOs..
- 2- identify influential factors on the implementation of modular distance learning.
- 3- very critical in understanding the core elements of organizational climate. Specifically, the organization development theory is based on organizational climate, organization culture and organization strategies.
- 4- The study provides practical recommendations and an action plan aimed at improving teacher productivity, commitment, and well-being, demonstrating applicability of the research.
- 5- The study distinguishes between organizational (work-related) stress and extra-organizational (non-work-related) stress experienced by teachers.
- 6- Teachers act as facilitators rather than traditional instructors, guiding students in their self-directed learning through modules.
- 7- The paper emphasizes the importance of socio-emotional support provided by teachers to students, particularly in the context of modular distance learning during the pandemic.
- 8- Using self-learning modules (SLMs) based on the most essential learning competencies (MELCS) to guide students through independent study at home.

**WEAKNESSES:**

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- 1- Limited Exploration of Student Outcomes.
  - 2- organizational climate components( teamwork, socio-emotional support) is independent variables but work values may conceptually
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