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REVIEWER'S REPORT

Manuscript No IJAR-56325

Title: Employability Skills for the Digital Age : A Systematic Review of Industry Expectations from PGDM Graduates

Recommendation:

Accept after major revisions but need to incorporate the suggestions.

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

Detailed Reviewer's Report

The study focuses on analyzing two decades of academic research to examine the alignment between employability skills developed in postgraduate diploma in management (PGDM) programs and the evolving expectations of industry in the digital era. Its strengths lie in comprehensively synthesizing extensive literature to identify persistent gaps such as the mismatch between academic training and industry needs, particularly regarding soft skills and digital fluency. Opportunities exist to empirically test targeted employability training interventions, foster stronger collaboration among stakeholders, and integrate adaptive, outcome-driven curricula to better prepare graduates for dynamic professional environments.

Abstract

Suggestions:

1. Clarify specific methodology (e.g., database searched, selection criteria) to strengthen the research scope transparency.
2. Highlight key findings quantitatively if possible (e.g., percentage of skills gaps reported).
3. Briefly mention implications for curriculum redesign and customized training modules to strengthen practical relevance.

Introduction

Suggestions:

1. Establish the problem in global, national, and local context of the study.
2. Discuss how postgraduate diploma in management (PGDM) differs internationally for broader relevance.
3. Explicitly establish the research gap of the study.

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4. Frame research objectives with explicit questions or hypotheses to provide sharper research direction.

Literature Review

Suggestions:
1. Ensure consistent categorization/themes of studies (e.g., skills identified, teaching approaches, stakeholder perceptions).
2. Incorporate more recent and diverse geographic contexts to increase global applicability.
3. Include studies or frameworks on digital skill integration explicitly since digital fluency is emphasized early.
4. Add critical analysis comparing and contrasting studies instead of predominantly summarizing them.
5. Highlight emerging trends such as the rise of AI and remote work in shaping skill demands.

Discussion

Suggestions:
1. More systematically link literature review findings with emerging industry trends documented in the introduction.
2. Address how proposed pedagogical approaches (PBL, WIL) can be scaled or adapted in different settings.
3. Discuss potential barriers or resistance from institutions or faculty in adopting new teaching methods.
4. Expand on the role of emotional intelligence and leadership in soft skills development as these are mentioned briefly.

Conclusions

Suggestions;

1. Restate benefits of phased employability interventions, perhaps including preliminary evidence or case examples.
2. Suggest mechanisms for ongoing curriculum evaluation to keep pace with technological and industry changes.
3. Highlight the importance of digital skill curricula as a specific actionable conclusion.

Limitations

Suggestions:
1. Explicitly state the potential bias due to reliance on secondary data and lack of primary empirical testing.
2. Discuss how regional variations in education and labor markets might affect generalizability.

References

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Suggestions:

1. Ensure consistent citation format (journal names, volume/issues, page numbers).
2. Add more recent sources post-2020, especially on digital transformation in education/employment.
3. Incorporate interdisciplinary references (e.g., psychology, technology education) to enrich perspectives.