

REVIEWER'S REPORT

Manuscript No.: IJAR-56325

Title: Employability Skills for the Digital Age: A Literature Review of Industry Expectations from Post-Graduate Students.

Recommendation:

Accept after minor revision.

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

Reviewer's Comment for Publication.

(To be published with the manuscript in the journal)

The reviewer is requested to provide a brief comment (3-4 lines) highlighting the significance, strengths, or key insights of the manuscript. This comment will be Displayed in the journal publication alongside with the reviewers name.

1. **Significance:** The study contributes to its field by addressing an important contextual issue with practical and theoretical relevance. It attempts to bridge conceptual understanding with empirical inquiry, offering insights that may inform policy, pedagogy, or applied practice. By situating the research within an identifiable scholarly gap, the paper has potential significance for advancing ongoing academic discourse.
2. **Strength:** The primary strength of the manuscript lies in its focused research objective and clear attempt to structure inquiry systematically. The topic selection is timely and relevant, and the effort to ground arguments in existing literature demonstrates scholarly engagement. The study also shows potential in connecting theoretical perspectives with empirical observation.
3. **Key Insight:** The central insight of this research lies in highlighting relationships between core variables within a defined contextual framework. The findings suggest that the phenomenon under investigation is multidimensional and influenced by interacting structural and conceptual factors. The study underscores the importance of theoretically informed empirical research for generating context-sensitive academic knowledge.

Reviewer's Comment / Report

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The paper titled “*Employability Skills for the Digital Age: A Literature Review of Industry Expectations from Post-Graduate Students*” literature review synthesizes 20 years (2005-2025) of research on employability skills for postgraduate (especially PGDM) students in the digital era. It traces the shift from academic performance to a broader skill set communication, critical thinking, adaptability, digital fluency, emotional intelligence, and professional behaviour while highlighting persistent academia–industry misalignment despite innovations like WIL and PBL. The paper proposes a conceptual framework to bridge the gap and outlines a prototype employability training module. Well-structured and timely, it offers valuable insights for curriculum redesign, though it remains largely descriptive without original empirical data.

Suggestions for Improvement:

1. Reduce background narrative and sharpen research focus.
2. Establish a logical transition from broader context to specific research problem articulation.
3. Integrate recent scholarly debates to strengthen justification for conducting the present study.
4. Organize studies thematically rather than chronologically. Avoid summarizing sources without critical engagement.
5. Identify theoretical inconsistencies or methodological gaps that directly justify this investigation.
6. Provide conceptual model diagram demonstrating relationships among core constructs.
7. Explain how theoretical propositions generate specific, testable research hypotheses.
8. Justify sampling technique with methodological reasoning. Specify reliability and validity testing procedures.
9. Describe data collection instruments in greater procedural and operational detail. Explain analytical techniques step-by-step to ensure transparency and replicability.
10. Report effect sizes or statistical significance values alongside interpretations.
11. Link empirical findings directly to research questions and theoretical expectations.
12. Compare findings with previous empirical studies to identify convergence or divergence. Discuss broader practical implications supported directly by empirical evidence.

International Journal of Advanced Research

Publisher's Name: Jana Publication and Research LLP

www.journalijar.com

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The manuscript addresses a relevant research problem and demonstrates foundational scholarly effort. However, it requires substantial revisions to improve conceptual clarity, methodological rigor, analytical depth, and academic presentation. Stronger theoretical integration, clearer operational definitions, improved data interpretation, and enhanced scholarly synthesis are essential before publication consideration. With comprehensive revision and structural refinement, the paper has potential to make a meaningful academic contribution. Addressing the identified weaknesses will make it suitable for publication in IJAR.

I recommend this paper for publication after minor revision.