



ISSN NO. 2320-5407

ISSN(O): 2320-5407 | ISSN(P): 3107-4928

# International Journal of Advanced Research

Publisher's Name: Jana Publication and Research LLP

www.journalijar.com

## REVIEWER'S REPORT

**Manuscript No.: IJAR-57330**

**Title: Assessing Wages and Working Conditions of Industrial Workers in SIDCUL, Uttarakhand**

**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 ID: JPR-002**

### *Detailed Reviewer's Report*

The manuscript titled “Assessing Wages and Working Conditions of Industrial Workers in SIDCUL, Uttarakhand” presents a relevant and timely investigation into the relationship between wage structures, workplace conditions, and industrial worker welfare. The study addresses an important labour economics issue by combining wage-related variables with working-condition indicators to understand their collective influence on employee satisfaction and welfare. The topic is socially significant and contributes to ongoing discussions on industrial labour rights and organizational responsibility. The manuscript demonstrates good originality by integrating multiple dimensions such as wage transparency, overtime payment, safety measures, and workload management into a single analytical framework. The use of a structured questionnaire and a large sample of 600 respondents enhances the credibility of the findings.

From a **technical perspective**, the study employs appropriate statistical tools, particularly **PLS-SEM using SmartPLS**, to test the structural relationships among variables. Reliability and validity measures including **Cronbach's alpha, composite reliability, and AVE** are reported, indicating acceptable internal consistency and convergent validity for the constructs. The hypothesis testing is systematically conducted, and the path coefficient analysis clearly identifies the most influential predictors of worker welfare. The analytical approach is suitable for the research objectives and reflects a sound methodological design. However, the manuscript would benefit from a clearer justification for

## REVIEWER'S REPORT

choosing PLS-SEM over other statistical methods and a more detailed explanation of the sampling procedure to improve methodological transparency.

The **clarity of presentation** is generally satisfactory, with the manuscript following a logical structure that includes introduction, literature review, objectives, research design, data analysis, findings, and conclusion. The tables effectively summarize demographic data, reliability measures, and path coefficients. The interpretation of results is understandable and linked to the study objectives. Nevertheless, the manuscript contains several grammatical inconsistencies, repetitive wording, and formatting issues that should be corrected to improve readability. Some sections in the literature review rely heavily on descriptive statements and could be strengthened with a more critical discussion of previous studies. Improving language quality and refining the flow between sections would enhance the professional presentation of the paper.

The **significance of the study** is noteworthy because the findings emphasize that worker welfare depends not only on wage levels but also on timely payments, fair grievance handling, workplace safety, and balanced shift management. The study offers practical implications for policymakers, industrial managers, and labour administrators who seek to improve labour welfare systems. The conclusion is aligned with the empirical findings and highlights the need for integrated labour policies that address both compensation and working conditions. The research has value for academic and industrial audiences, though the paper could be strengthened further by discussing broader policy implications and comparing the findings with national labour standards or international benchmarks.