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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-130

Detailed Reviewer's Report

Overall Evaluation

The manuscript addresses an important and socially relevant topic concerning wages, compensation systems, and working conditions of industrial workers. The study focuses on worker welfare in SIDCUL, Uttarakhand, and uses a strong sample size of 600 respondents. The use of PLS-SEM analysis adds methodological value to the study. The findings are practical and useful for policymakers, industrial management, and labour welfare authorities. The paper is informative and contributes to understanding how wage practices and workplace conditions affect industrial worker satisfaction and welfare. However, some areas need refinement in language, formatting, literature citation quality, and interpretation clarity before publication.

Strengths of the Paper

- 1. Relevant Research Topic** - The topic is timely and significant, especially in developing economies where industrial labour welfare remains a major concern.
- 2. Good Sample Size** - A sample of 600 workers is adequate and improves the reliability of findings.
- 3. Use of Advanced Statistical Technique** - The use of PLS-SEM through SmartPLS is appropriate for examining relationships among latent variables.
- 4. Clear Findings** - The study clearly identifies key predictors such as: Timely wage payment, Fair wage growth, Workplace health and safety, Workload and shift management.
- 5. Practical Implications** - The recommendations can help industries improve worker satisfaction and productivity.

REVIEWER'S REPORT

Areas for Improvement

- 1. Language and Grammar** - Several grammatical errors, awkward sentences, spacing issues, and formatting inconsistencies are present. Professional proofreading is required.
- 2. Literature Review** - Though literature is extensive, many references are secondary/general sources such as Wikipedia and unclear reports. More peer-reviewed journal sources should be added.
- 3. Research Gap** - The paper should more clearly explain what gap in previous studies this research fills.
- 4. Hypothesis Numbering** - The hypotheses numbering appears confusing (H02 / Ha2 repeated). It should be standardized.
- 5. Interpretation Section** - Some interpretations are repetitive and lengthy. They can be more concise and academically structured.
- 6. Limitations of Study** - The paper should include limitations such as: Restricted to SIDCUL region only, Cross-sectional data, Self-reported responses
- 7. Future Scope** - Future research directions should be added.