

REVIEWER'S REPORT

Manuscript No.: IJAR-57339

Title :SATTVA AT WORK: A CONCEPTUAL STUDY OF INDIAN HOLISTIC SECRETS FOR INCLUSIVE HOSPITAL SATISFACTION BEYOND STRESS.

Recommendation:

Accept as it isYES.....

Accept after minor revision.....

Accept after major revision

Do not accept (*Reasons below*)

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

Reviewer Id: JPR-164

Reviewer's Comment for Publication.

The manuscript presents a highly original and conceptually rich exploration of *Sattva* as a foundational principle for enhancing employee well-being and inclusive satisfaction in hospital environments. By integrating Ayurvedic philosophy with modern human resource management practices, the study offers a novel interdisciplinary contribution that bridges indigenous knowledge systems and contemporary healthcare management.

A key strength of the paper lies in its innovative conceptual framework, which connects sattva-based practices such as mindfulness, yoga, and sattvic diet with Green HRM and inclusive organizational strategies. The integration of classical Indian texts with modern organizational theories demonstrates strong theoretical grounding and cultural relevance, particularly in the Indian healthcare context.

The literature review is comprehensive and effectively synthesizes existing research on workplace stress, burnout, organizational culture, and holistic well-being interventions. The proposed framework, supported by Delphi-based validation and practical implementation strategies, enhances the applicability of the study. The inclusion of policy alignment with national initiatives further strengthens the societal and practical significance of the research.

While the study is conceptual and lacks empirical validation, this limitation is clearly acknowledged. The suggested directions for future research, including randomized controlled trials and AI-based monitoring, provide a strong pathway for further academic inquiry. Minor improvements in language clarity and formatting could enhance readability, but these do not affect the overall contribution of the manuscript.

Overall, the paper is innovative, relevant, and contributes significantly to the fields of healthcare management, human resource development, and indigenous knowledge systems. It is suitable for publication in its present form.