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REVIEWER'S REPORT

Manuscript No.: *IJAR-57506*

Title: *Future-Ready HR Professionals: Redesigning Management Education for Industry 5.0*

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 Name- *Dr Touseef Malik*

Reviewer's Comment for Publication

The manuscript discusses the emerging role of Human Resource professionals within the context of Industry 5.0 and highlights the need to redesign management education to align with future workforce demands. The topic is contemporary, relevant, and academically significant, particularly in the domains of HRM, higher education, and organisational transformation. The article presents a structured conceptual discussion and proposes the HUMAN-TECH HR Model as a framework for future-ready HR education. However, the manuscript requires improvements in analytical depth, theoretical integration, referencing consistency, and scholarly rigour. With minor revisions addressing these concerns, the manuscript may be considered suitable for publication.

Recommendation: *Accept after minor revision*

Detailed Reviewer's Report

STRENGTHS

1. The manuscript addresses a highly relevant and emerging topic concerning Industry 5.0 and the transformation of HR education for future workforce requirements.
2. The article clearly explains the transition from Industry 4.0 to Industry 5.0 and effectively highlights the importance of human-centricity, sustainability, and resilience.
3. The proposed "HUMAN-TECH HR Model" demonstrates originality and provides a practical conceptual framework for redesigning management education.
4. The manuscript successfully integrates themes such as digital transformation, employee well-being, people analytics, ethical governance, and lifelong learning.
5. The structure of the paper is systematic and logically organised, making the content accessible and easy to follow.
6. The study provides useful implications for academic institutions, policymakers, and organisations seeking to align HR education with future industry expectations.

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WEAKNESSES

1. The manuscript is primarily conceptual and literature-based, with limited empirical evidence or analytical validation supporting the proposed framework.
2. Several sections remain descriptive and would benefit from deeper critical analysis and stronger theoretical integration.
3. The HUMAN-TECH HR Model, although innovative, requires clearer operational explanation and possible graphical representation for better conceptual clarity.
4. Some references are presented with explanatory statements below them, which are not fully aligned with standard academic referencing formats.
5. The manuscript lacks a detailed discussion regarding implementation challenges, institutional barriers, and the practical feasibility of curriculum redesign in different educational contexts.
6. Certain recent references are derived from preprints and conceptual reports; inclusion of more peer-reviewed empirical studies would strengthen academic credibility.