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REVIEWER'S REPORT

Manuscript No.: IJAR-57895

Title: Ergonomic and Psychosocial Hazards among Embryologists in IVF Laboratories in Abuja, Nigeria: A Cross-Sectional Study

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 Name: Dr S. K. Nath

Detailed Reviewer's Report

Strength of the study:

- The study addresses an important but underexplored occupational health issue among embryologists
- Focuses on both ergonomic and psychosocial hazards, providing a comprehensive assessment
- Includes practical workplace factors relevant to employee well-being and productivity
- Appropriate statistical methods were used to analyze associations and predictors
- Provides valuable evidence from a low and middle income country setting
- Findings have direct implications for workplace safety and organizational policy improvement

Weakness of the study:

- The cross-sectional design limits the ability to establish causal relationships
- Data were based on self-reported responses, which may introduce reporting bias
- The study was conducted only in Abuja, limiting wider generalization
- Details regarding sample size justification are limited
- Some methodological aspects require further clarification
- Minor grammatical and formatting inconsistencies are present
- Discussion of potential confounding factors could be expanded

Reviewers Comments:

This manuscript examines ergonomic and psychosocial hazards among embryologists working in IVF laboratories in Abuja, Nigeria, an area that has received limited attention in occupational health research. The study is relevant because embryologists often work in demanding laboratory environments that may affect both physical and psychological well-being. The objectives are clearly stated, and the methodology is generally appropriate for the study design. The findings provide useful information regarding common musculoskeletal complaints, workplace stressors, and organizational factors influencing employee health. Ethical clearance and participant consent should be clearly stated in the manuscript if not already included. The overall writing is understandable and logically structured, although minor grammar and language revisions would improve readability. The main limitations include the cross-sectional design, reliance on self-reported data, and restricted geographic coverage. Despite these limitations, the study contributes valuable evidence from an underrepresented workforce and highlights areas for intervention. Overall, the manuscript is informative, relevant, and suitable for publication after minor revision.

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Previously Published anywhere/Plagiarism check:

There is no indication within the manuscript that this study has been published previously. The work appears to be original and based on primary data collected from IVF laboratory personnel in Abuja. The manuscript contains appropriate academic structure and references. A routine plagiarism screening is recommended before publication to verify originality and ensure compliance with standard publication ethics requirements.