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REVIEWER'S REPORT

Manuscript No.: IJAR-58090

Title: Training and Development in Cooperative Hospitals: A Path toward SDG Compliance.

Recommendation:

Accept as it is

Accept after minor revision...

Accept after major revision

Do not accept (*Reasons below*)

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

Reviewer's ID: Dr. Sumathi

Detailed Reviewer's Report

- 1. The U.S. healthcare workforce comprises nearly 18 million professionals, making it the largest private employment sector. It continues to navigate significant systemic pressures—including financial stress and high burnout—and faces severe shortages, particularly impacting rural and underserved communities in primary care and mental health.**
- 2. The Sustainable Development Goals (SDGs) are a collection of 17 interconnected global objectives adopted by all United Nations Member States in 2015 as part of the 2030 Agenda. Designed to act as a universal blueprint to end poverty, protect the planet, and ensure global prosperity, they include 169 specific targets to be met by 2030.**
- 3. Training and Development (T&D) encompasses organizational activities designed to enhance employees' skills, knowledge, and performance. Training focuses on immediate, job-specific skills, while development is a long-term investment in an employee's career trajectory. Together, they improve productivity and drive business growth.**

REVIEWER'S REPORT

- 4. Workforce sustainability is a strategic approach to people management that ensures a healthy, engaged, and adaptable employee base. It focuses on maintaining employee well-being, fostering continuous skill development, and creating resilient organizational structures that support long-term business and human success.**
- 5. Navigating toward UN Sustainable Development Goals (SDGs) compliance requires a systemic approach that aligns your organization's operations with the 17 global goals. For businesses and institutions, this means moving beyond simple "cherry-picking" to fully integrating holistic sustainability, governance, and reporting into your core strategy.**
- 6. Key words are excellent.**
- 7. Abstract and picture are good.**
- 8. Result and discussion points should be clear with tables and pictures.**
- 9. Summary points must be included.**
- 10. After those changes good to publish in your journal.**