

REVIEWER'S REPORT

Manuscript No.: IJAR-58775

Title: HUMAN RESOURCES DEVELOPMENT IN ASEAN: Concept and Measurement.

Recommendation:

Accept as it is

Accept after minor revision.....

Accept after major revision

Do not accept (*Reasons below*).....

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

Reviewer'sID: JPR- Dr.Himanshu Gaur

Detailed Reviewer's Report

The introduction is not provided, so the review is based on the abstract and stated research objectives. The study addresses an important and relevant issue concerning human resource development in Indonesia within the ASEAN context, and the comparison using the Human Development Index (HDI) and Human Capital Index (HCI) is potentially valuable. However, the abstract requires substantial improvement in academic clarity, methodological rigor, and presentation. The research methodology is described only as qualitative research using secondary data, but the study appears to rely on quantitative indicators and cross-country comparisons; therefore, the methodological approach and analytical techniques should be clearly justified. The process used to develop the proposed human resource development model is also insufficiently explained, including the selection, measurement, and integration of education, skills, income, and health indicators. The results are presented in very general terms, without specific comparative findings, numerical evidence, or clear explanation of Indonesia's position relative to other ASEAN countries. The recommendations regarding education, scholarships, health assistance, educational institutions, and job training centres are relevant but should be more directly linked to the empirical findings. The keywords should also be revised for consistency and academic accuracy. Overall, the topic is significant and has potential contribution, but the manuscript requires **major revision** to strengthen the literature grounding, research methodology, model development, data analysis, ASEAN comparative perspective, and presentation of specific findings before it can be considered for publication.