ISSN: 2320-5407

International Journal of Advanced Research

Publisher's Name: Jana Publication and Research LLP

www.journalijar.com

REVIEWER'S REPORT

Manuscript No.: IJAR-59820

Title: Leadership Development for Saudi Hospitality Professionals: Building a Pipeline for Hotel and Resort Management Roles.

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 Id: JPR-368

Reviewer's Comment for Publication.

The manuscript addresses an important and timely issue concerning the development of Saudi hospitality professionals for supervisory, departmental, and property-level leadership positions. Its focus is relevant to the expansion of Saudi Arabia's tourism and hospitality sector and aligns well with the workforce development objectives of Vision 2030. The narrative review brings together hospitality leadership competencies, workplace training, mentoring, career progression, succession planning, and the Saudi tourism context in a coherent manner. A notable strength is the proposed three-stage leadership pathway, which connects each career transition with supervised workplace assignments, observable performance evidence, and structured readiness assessments. The manuscript also presents useful implementation and governance arrangements, including fair candidate selection, cross-property assessment, coaching responsibilities, and a staged pilot approach. The proposed evaluation indicators, covering access to development opportunities, readiness, internal appointments, retention, and service performance, add practical value to the framework. The discussion appropriately distinguishes national tourism statistics from property-level workforce requirements and acknowledges that the proposed framework requires field validation before its effectiveness can be established. Overall, the manuscript is well organised, clearly written, and relevant to hospitality management, human resource development, and succession planning. Minor attention to consistency in reference formatting, figure and table presentation, and language editing would further strengthen its publication readiness.