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REVIEWER'S REPORT

Manuscript No.: IJAR-59841

Title: Reimagining Industrial Leadership in the Era of Industry 5.0: Human-Centred Engineering, Digital Transformation, and Sustainable Manufacturing Performance.

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-472

Reviewer's Comment for Publication.

The manuscript addresses a relevant and emerging topic by examining the role of industrial leadership in implementing Industry 5.0 through human-centred engineering, digital transformation, and sustainable manufacturing performance. The review brings together 30 journal studies published between 2020 and 2025 and provides a useful synthesis of research from manufacturing engineering, ergonomics, human–robot interaction, organisational management, and sustainability. The discussion of collaborative robots, ergonomic monitoring, human digital twins, exoskeletons, and augmented reality offers valuable insights into the relationship between technological advancement and worker well-being. The proposed four-role model of human-centred industrial leadership and the human–machine interaction ladder are notable contributions that organise the reviewed findings into a practical conceptual framework. The manuscript is logically structured, supported by relevant literature, and presents meaningful implications for industrial organisations and future research.

The manuscript is recommended for **acceptance after minor revision**. Minor attention is required regarding the explanation of the literature-selection and screening process, consistency in presenting the reported findings, and clarity in distinguishing empirical evidence from conceptual interpretations. Overall, the manuscript makes a worthwhile contribution to the discussion of human-centred and sustainable industrial transformation under Industry 5.0.