



SDI Review Form 1.6

Journal Name:	Asian Journal of Economics, Business and Accounting
Manuscript Number:	Ms_AJEBA_49482
Title of the Manuscript:	The Impact of Corporate Social Responsibility on Employee Satisfaction in an Insurance Industry in Trincomalee District
Type of the Article	Original Research Article

General guideline for Peer Review process:

This journal's peer review policy states that **NO** manuscript should be rejected only on the basis of '**lack of Novelty**', provided the manuscript is scientifically robust and technically sound. To know the complete guideline for Peer Review process, reviewers are requested to visit this link:

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PART 1: Review Comments

	Reviewer's comment	Author's comment (if agreed with reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)
Compulsory REVISION comments	<ol style="list-style-type: none"> 1. The research work is adequate but need some modification. 2. The author identified key measures of CSR(Economic Responsibility, Legal, Ethical and Philanthropic responsibility)and employee satisfaction (Job Support & Recognition, Compensation & Career Growth, Organizational Culture, Autonomy & Independence) and use simple linear regression and correlation analysis for it data analysis, which does not show how each of this measures identified above impact on employee satisfaction; authors should do a multiple regression analysis so as to show a clear picture on how each of the variable identified has impact on employee satisfaction. 3. Author need add a separate paragraph to the end of the Introduction section that provides the contents of each section 	<p>We did modification</p> <p>In this study, we try to identify overall impact of Corporate Social Responsibility on Employee Satisfaction therefore we use multiple regressions. But if we use simple regression analysis one by one then relationship is going to be wrong</p> <p>We add paragraph</p>
Minor REVISION comments	<ol style="list-style-type: none"> 1. The third part (3. Methodologies), this section need to be revised, author need to change methodologies to "Methodology". 2. An introduction text about the Insurance Industry in Trincomale District, 3. author need to explain or discuss the model used in the selection of 100 employees from 500 employees and justify why the selection of simple random sampling techniques is adequate for the study 4. Conduct a pilot test 5. The reference year cited in the Article does correspond with the one at the end of the article references [Orlitzky et al., 2003] in text [Orlitzky, M., Siegel, D.S and Waldman, D.A., 2011] please kindly check for clarification. 6. Harvard Business Essentials was cited in the article but not reference at the end of the research Article. 	<p>Ok</p> <p>Ok</p> <p>Ok</p> <p>Ok. It is Orlitzky et al., 2003</p> <p>ok</p>
Optional/General comments	<ol style="list-style-type: none"> 1. Contribution to existing knowledge is good 2. Organization and Readability is Fair 3. Literature review requires modification especially in the area of linking two variables together, CSR and employee Satisfaction. 4. Methodology also require modification especially in the area of conducting a pilot Study, methods of choosing the sample Size and techniques used 5. Data presentation is not adequate for the study, the study need more analysis of data in linking each of the variables identified in the study together. (See the Article Conceptual framework) 6. Analyses need more interpretation and discussion 7. Discussion need to be link with work of past researchers or scholars 	<p>Ok</p>

PART 2:

	Reviewer's comment	Author's comment (if agreed with reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)
Are there ethical issues in this manuscript?	(If yes, Kindly please write down the ethical issues here in details)	