

Peer Review

Review of: "Why Do Contemporary Scholars Lack Fenggu (Strength of Character)? Impact of Technological Progress on Demand for Human Capital and Talents"

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Strengths of the Article

Timely and Relevant Topic:

- The focus on how technological progress, particularly AI, impacts human capital and the supply-demand dynamics of talent is both timely and pertinent. The article attempts to explore a significant socioeconomic issue with global implications.

Comprehensive Framework:

- The proposed theoretical framework, which integrates talent distribution, education, enabling technologies, and demand for talent, provides a broad structure to understand the topic.

Historical Perspective:

- The historical narrative on technological evolution and its impact on talent supply and demand adds depth to the discussion.

Major Criticisms

1. Lack of Novelty and Distinction

- The article does not sufficiently differentiate itself from existing literature. Many of its observations—such as the oversupply of educated individuals or the diminishing differentiation among talents due to enabling technologies—are widely recognized and have been discussed in prior studies.
- The paper fails to present a compelling new insight or novel methodology that advances the field.

2. Abstract and Introduction: Missing Focus

- **Abstract:** The abstract lacks clarity in terms of the study's specific contributions and findings. It provides a general overview but does not succinctly highlight the study's originality.
- **Introduction:** While the introduction provides context, it is verbose and lacks a clear research question. The absence of a defined objective makes it difficult to assess the paper's focus.

3. Methodological Weaknesses

- **Model Specification:**
 - The paper presents equations and models (e.g., normal and logistic distributions for intelligence) but does not validate these assumptions with empirical data. Without empirical evidence or validation, these models remain speculative.
- **Unjustified Assumptions:**
 - The classification of talent levels (e.g., A to H) is overly simplistic and arbitrary. It does not account for the complexity and multi-dimensionality of talent.
- **Lack of Empirical Testing:**
 - The study relies entirely on theoretical frameworks without real-world data to support its claims. This weakens its applicability and credibility.

4. Limited Contribution to Policy or Practice

- The study does not provide actionable insights or policy recommendations based on its findings. The discussion remains theoretical and fails to bridge the gap between academic analysis and practical implications.

5. Overgeneralization and Cultural Bias

- The focus on Chinese scholars' "lack of fenggu" (strength of character) is presented as a cultural phenomenon but generalized to the global context without sufficient evidence. The narrative

appears speculative and lacks rigorous comparative analysis.

6. Obsolete and Limited Literature

- Many references are outdated, which undermines the paper's relevance in the context of rapidly evolving technologies like AI. The authors do not engage with recent research on talent management and AI-driven labor transformations.

7. Weak Discussion and Conclusion

- The discussion section reiterates known concepts instead of emphasizing new insights or theoretical advancements.
- The conclusion is vague and does not highlight actionable findings or suggest a clear direction for future research.

Declarations

Potential competing interests: No potential competing interests to declare.