

Peer Review

Review of: "Data-Driven Innovation in Workforce Selection: A Clustering-Based Workflow for Technology Adoption in Indonesian Construction SMEs"

Soheila Sadeghi¹

1. University of the Incarnate Word, United States

The manuscript offers an interesting application of clustering-based recruitment analytics. A few concise refinements could further strengthen the paper.

First, since fairness and bias are central themes, you might consider softening causal claims (e.g., reduces bias) and instead present these as goals or future evaluation directions, perhaps noting that fairness could be assessed later via demographic patterns or comparison with current selection practices.

Second, the study seems well positioned as an exploratory or proof-of-concept workflow in one SME; using that framing and briefly noting that broader generalization would require larger, multi-site datasets could help readers situate the contribution.

Third, the Davies–Bouldin Index nicely shows internal cluster separation; you could make this even clearer by distinguishing internal validity from potential external validation in future work, such as tracking job performance or comparing clustered decisions with traditional hiring outcomes.

Fourth, adding a brief description of how the 0–100 competency scores were obtained (who rated, what tasks or rubrics were used, and how to interpret score ranges) would enhance transparency for readers and make the workflow easier to replicate in other organizations.

Fifth, the intuitive cluster labels could be accompanied by a short explanation of how they relate to organizational expectations, or alternatively replaced with neutral descriptors (e.g., lower/moderate/higher competency profiles). Also, emphasizing that final hiring thresholds remain a contextual decision for each SME.

Declarations

Potential competing interests: No potential competing interests to declare.