Qeios

Peer Review

Review of: "The Human Factor in HR 5.0: Technological Innovation, Workforce Adaptability, and Cognitive Balance in Developing Economies"

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Review comments

The abstracts should be reworked to reflect the structure of the background, the gaps, the methodology, critical findings, and the contribution format recommended in a standard article.

Introduction

The use of abbreviations must conform to the first definition before subsequent use, especially in HR 5.0.

The authors state in the third paragraph that developing economies like Zimbabwe face challenges; as such, introducing technology may further compound the problem through connectivity pressures, inadequate technological support, increased work intensity, and system complexity. Such developments could lead to burnout, cognitive overload, mental fatigue, and technostress, negatively affecting productivity and morale.

Question: Could you justify how the introduction of HR 5.0 will resolve these stated challenges, given that it combines advanced technology with human factors, ethical well-being, and sustainability management to address the issues created by technology adoption in a developing economy like Zimbabwe?

Question: Although there was theory, it was only mentioned on page 9 under the theoretical framework. However, theory should be introduced in the abstract and in the introduction to justify the study. Theories are not stated to explain what they mean, but they should be congenial texts. The theory can sharpen the arguments by using the theoretical indicators to elaborate the perspective.

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Also, the author stated challenges relative to developing economies; does the argument reflect cultural context or technological deficiencies that involve investments or reorienting HR5.0 to suit the cultural environments?

The literature, theory, or your own suggestion proposes the introduction of ubuntu as a mediator. Please justify the rationale in the literature about indirect relationships.

The study objective should not be bulleted in the article; use linking words to introduce all objectives.

Methodology

The author should briefly explain how the keywords were derived.

The search periods should be described before describing the PRISMA tools. Substantiate why the use of PRISMA is better than other tools. Then the process of selection.

Theoretical framework

The use of theories must be justified in the literature of prior studies.

The structure of the manuscript should be changed. Follow this structure to clearly communicate your arguments. After the introduction, include the conceptual framework, theoretical framework, literature review, methodology, findings, discussion, implications, limitations, and conclusions.

There are issues of oversimplification because the existence of keyword searches does not prove that the introduction of HR 5.0 demands cultural contextual factors to thrive.

The manuscript needs major review and restructuring to better shape it. The findings must be toned down, but not to the point of directly suggesting the high impacts of HR 5.0 on organizational systems.

The introduction of the Ubuntu philosophy is very good but needs to be well justified in previous literature to reflect this context aligned with the manuscript theory and the context.

Declarations

Potential competing interests: No potential competing interests to declare.