

Peer Review

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

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This paper offers a moderately original contribution by applying K-Means clustering to workforce recruitment in Indonesian construction SMEs, demonstrating a practical, data-driven alternative to subjective hiring methods. Its originality lies not in advancing clustering theory but in contextualizing computational analytics within SME recruitment and innovation management. The study provides value by showing how clustering reveals nuanced competency groupings and supports fairer hiring decisions, contributing to digital transformation in resource-constrained firms. However, the small dataset and single-SME focus limit broader significance. While not conceptually groundbreaking, the work presents useful, practice-oriented insights that justify publication within applied research contexts.

The results are presented clearly through tables, cluster summaries, and two- and three-dimensional visualizations that effectively illustrate applicant differentiation. The interpretation of clusters—Rejected, Under Consideration, Accepted—aligns with the competency data and is logically articulated. The conclusions appropriately tie the results to broader themes of fairness, bias reduction, and SME innovation capacity, maintaining coherence with the study's motivation. However, the analysis remains descriptive, with limited statistical depth beyond clustering validity. The paper acknowledges its own limitations but could better integrate results with implications for wider workforce or policy contexts. Still, clarity and internal consistency are strong.

Declarations

Potential competing interests: No potential competing interests to declare.