

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 is a clear, well-written, and insightful short communication that demonstrates how K-Means clustering can support fair and data-driven workforce selection in construction SMEs. The manuscript is easy to follow, methodologically sound, and offers practical value for organizations looking to adopt low-cost analytics tools. The use of competency-based clustering and the inclusion of validation metrics and visualizations are strong elements that enhance transparency and applicability.

A few minor suggestions could strengthen the work further:

Briefly comparing K-Means with alternative clustering methods would clarify the methodological choice.

Adding a short discussion on potential ethical considerations (e.g., risks of algorithmic bias) would broaden the impact.

Expanding the practical implications of each cluster group could help practitioners apply the findings more effectively.

Overall, this paper makes a meaningful and timely contribution to innovation in HR analytics and SME workforce planning. I commend the authors for producing a valuable and accessible piece of work.

Declarations

Potential competing interests: No potential competing interests to declare.