

# Review of: "Empowering Women in Leadership and Management Positions to Maintain Gender Equality: A Case Study on Sidama Region"

Aan Komariah<sup>1</sup>

<sup>1</sup> Universitas Pendidikan Indonesia

Potential competing interests: No potential competing interests to declare.

Dear Author,

I have read your article with great interest. However, academic writing needs improvement. I want to provide the following input:

Abstract: The abstract needs to provide information about the research methodology, such as who the 262 research respondents were.

1. Introduction: Here are some suggestions for improvement:

- 1) Consider restructuring the introduction to present the research gaps more logically (one research gap to another is described jumping without a smooth transition, which may confuse the reader).
- 2) The introduction cites several previous studies to support the identified research gaps. However, it would be beneficial to integrate these studies more smoothly into the discussion. Rather than listing them one by one, try weaving them into a narrative to provide context and establish the relevance of this research more effectively.
- 3) Although some references may still be relevant, be careful not to rely only on references that are out of date; it is best to use the most up-to-date references.

2. Literature Review:

- 1) Consider organizing it into subsections to enhance readability and structure. For example, separate subsections could be created for each aspect discussed, such as women's participation in decision-making processes, gender biases in leadership roles, and the impact of women's empowerment on organizational performance.
- 2) The author not only summarizes the research findings, concepts, and theories cited, but the author needs to critically analyze and evaluate the research and concepts based on the researcher's insights.
- 3) Discuss how these variables interrelate and contribute to the study's theoretical framework.

3. Method: Why not use Sem Amos? Do you prefer SPSS?

4. Results: -

5. Discussion:

- 1) Limit repetition of data in discussions.
- 2) Compare the results of your research with previous research or with relevant literature.
- 3) Explain similarities, differences, or interesting patterns.

6. Conclusion:

- 1) Consider providing more specific details regarding the magnitude of the relationships observed.
- 2) Expand upon the practical implications of the findings for organizations and policymakers. Consider discussing potential strategies for addressing the identified barriers to gender equality, such as implementing education and training programs or implementing initiatives to combat gender bias and stereotypes.