

# Review of: "Creating Happy Educational Environment in Engineering Institutions to Sustain Outstanding Performance by Well-Accomplished Faculty Teams Through “Rodeorr” Model"

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Potential competing interests: No potential competing interests to declare.

Major concerns in this paper are:

1. Novelty - The recommended approach has been implemented by reputable institutions. Practices will vary depending on where the institutions are located, which tier the institute belongs to, and what the institute's internal culture is, which includes its vision and goal. It also depends on whether the institute is partially or totally government supported. As a result, the author struggles to convey the significance of this study.
2. Research methodology - The author used a quantitative design but says it is a qualitative article (a citation to a qualitative paper is included in the release).
3. Presentation - The author misses to provide the material in the format required for scholarly writing.

It is suggested that the author identify the potentially innovative components of this research before framing a research question. After that, choose the best design to address this question.

The author could study high-quality research articles from reputable publications such as personnel review, academy of management journal, human relations, annals of operation research, and so on.