

Peer Review

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

Ravita Mishra¹

1. Computer Engg., Narsee Monjee Institute of Management Studies, India

1. The article "*Data-Driven Innovation in Workforce Selection: A Clustering-Based Workflow for Technology Adoption in Indonesian Construction SMEs*" is **clear, simple, and well-presented**.
2. It **effectively explains how clustering techniques can support workforce selection and readiness assessment for technology adoption in SMEs**. The writing is straightforward, making the methodology easy to follow even for non-technical readers.
3. The study addresses a relevant issue and provides practical insights for digital transformation in the construction sector, but **another methodology can improve performance**.
4. A brief comparison of K-Means with alternative clustering methods would help clarify and strengthen the rationale behind the methodological choice.
5. Expanding the practical implications of each cluster group would enable practitioners to apply the findings more effectively.
6. This paper offers a meaningful and timely contribution to advancements in HR analytics and workforce planning for SMEs. The authors are to be commended for presenting a well-crafted, insightful, and highly accessible study.

Declarations

Potential competing interests: No potential competing interests to declare.