

Review of: "How Do Team Diversity Act to Exercise Effect on Team Performance: Looking through the Lens of Cultural Intelligence among Employees"

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Potential competing interests: No potential competing interests to declare.

It is with reference to your trailing email and review request. I have studied the paper titled **"how do team diversity act to exercise effect on team performance: looking through the lens of cultural intelligence among employees"** and found it acceptable (recommended) for publication.

I submit the following points as my suggestions to improve and refine this work further. Should you need any assistance, please feel free to contact me again. The scholar may make the changes in the paper in the light of given suggestions to the satisfaction of editor(s)/coauthors.

1. Topic.

The topic is appropriate and makes sense.

1. Abstract.

Make it more detailed if possible. It must state What You Have Done (Process)? Why have You Done (Logic & Evidence)? & How have You Done (Tools & Techniques)? Keywords are appropriate.

1. Introduction.

It is well written and sketches the overall scenario. **Problem Statement** may be placed in introduction section to appeal to the intellect and present a case of viable academic enquiry. Hypotheses emerge out of the argumentation in theoretical background, which is fine.

1. Theory Augmentation.

- Literature Review section should have been established that could explain the reasons for choosing caregiving field as subject.
- The hypotheses have been reasonably supported with literature but listing them at the end is not a good option. They should instead emerge when discussed and deliberated.
- The conceptual framework as sub heading 2.6 may be revisited and arrows and constructs may be placed in the form as shown in analysis section.

1. Research Methodology.

- Study is silent about Data normality and Validity (convergent and discriminant) of the research instruments.
- Explanation of Multicollinearity, Heteroskedasticity etc. is also important to be discussed.
- It will be good if Demographic characteristic and frequency distribution of data is presented.
- You have adopted questionnaire But you didn't mention which items belong to which variable.
- Please also tell if there is a need of mentioning a structural model.

1. Data analysis and Interpretation.

- Write Methodology/Research Design Chapter in the Light of Mark Sunder Research Onion. Provide Epistemological, Ontological & axiological Basis & Foundation to your Study.
 - Total Population size and Sample Size may be categorically mentioned as per the criteria that help to arrive at the chosen number.

1. Conclusion.

Details about results and findings need to be stretched for further discussion in this part.

1. Recommendations and Future Directions.

This part consists of fewer text than expected. In a study there should be a comprehensive list of potential beneficiaries of the research recommendations. The policy input must be meaningful and practical. The plan to make the recommendations and suggestions reach the concerned quarters of policy/decision makers must be jotted out. It is recommended that an expert review be carried out to correct the language mistakes in the write up.

Thanks for your time and consideration