Qeios

Peer Review

Review of: "The Human Factor in HR 5.0: Technological Innovation, Workforce Adaptability, and Cognitive Balance in Developing Economies"

Charles Randy Afful[1]

1. Faculty of Management and Economics, Tomas Bata University in Zlin, Czech Republic

The abstracts are good now, but the corrections should have been highlighted with colour coding.

The author should note that there are key words beneath the abstracts, so they should be corrected.

Under the introduction, the abbreviation usage has been corrected.

The structure is now well improved.

Findings

The findings must answer the research objective questions mentioned in the introduction.

From your findings, do they explicitly answer the objectives you set earlier?

a. Synthesise literature on HR 5.0 and workforce adaptability in Zimbabwe and comparable developing-economy settings;
b. Examine how existing studies describe technological and infrastructural demands in relation to technostress, cognitive load, and employee well-being;
c. Identify the job resources and socio-cultural practices discussed in the literature as potentially supporting adaptability and cognitive balance; and
d. Develop a context-sensitive conceptual framework and propositions that future empirical studies can test.

But from my analytical view, the findings misalign with the objectives. Ensure you elaborate on the outcomes of the objectives as stated in the studies. For example, from your findings, how did you synthesise literature on HR 5.0 and workforce adaptability in Zimbabwe and comparable developing-

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economy settings? Or were the underlisted findings identifying how the job resources and socio-cultural practices discussed in the literature are potentially supporting adaptability and cognitive balance

- Economic and Institutional Uncertainty Can Intensify the Risks of Unsupported Technological Change
- Limited Infrastructure: Transform Technological Assets into Cognitive Liabilities
- Ubuntu-informed Practices May Strengthen Social Resources During Technological Change
- Workforce Adaptability is Central to Successful HR 5.0 Implementation
- Cognitive Balance is a Proposed Construct That Requires Clearer Operationalisation.

The objectives should be arranged chronologically in answering them due to the outcome and reviews. Provide empirical evidence to justify that this methodology has met the study's objectives. Enumerate how the outcome relates to the objectives of the study.

Also, remember to include your statement that the framework must be tested in future research.

For the theoretical alignment, you can state that while the study relies on JD-R to ensure... the study recognises the relevance of technostress on employee cognitive strain on employees, as such, it suggests cognitive load theory in expatiating the interrelations... **Good** articles **must ensure an aligned theoretical framework with variables to guide the flow.**

Please ensure the content is corrected for the article to be published.

Good job and wish you all the best.

Declarations

Potential competing interests: No potential competing interests to declare.