

PEER REVIEW FORM
Management and Economics Review

TITLE OF PAPER: Employment Absorption: Elasticity in the Industry and Services Sector in Indonesia

PAPER/MANUSCRIPT/WORK PROFILE:

	Please rate the following by checking an X in the boxes that, in your opinion, best describe the following features of the paper/manuscript/work: (5 excellent, 1 poor)	5	4	3	2	1	N/A
1	Relevance to the topics of Management and Economics Review			X			
2	Contribution to academic debate			X			
3	Structure of the paper			X			
4	Standard of English – please indicate below if you think the paper needs proof-reading			X			
5	Appropriateness of the research/study method		X				
6	Relevance and clarity of text, drawings, graphs and tables		X				
7	Appropriateness of abstract as a description of the paper/manuscript/work		X				
8	Appropriateness and number of keywords/key phrases		X				
9	Originality of the work				X		
10	Acknowledgement of the others work by proper references				X		
11	Discussion and conclusions			X			
12	Relevance of the research results to the scientific development in the paper/manuscript/work's area			X			
13	Reference list, adequate and correctly cited				X		
14	Acknowledgement of the JEL codes indicated in the paper		X				

Comments and recommendations:

In general, the paper is well written and is dealing with an important aspect within the economic reality. The authors prove that they know very well the topic and there is a relative balance between the sections of the paper. However, I have the following remarks:

1. The “Existing literature” section is very poor, an improvement is needed, taking into account the topic area – “employment absorption”, “industrial sector”, “Cobb Douglas function” etc.
2. In direct connection with the point above, titles within the References section are too old (half of them are beyond year 2000 and 17 out of 26 beyond year 2010). I recommend to improve this section, adding some other interesting papers in the area. Check bellow some of them, just as an example :

Xue X.X., Wang X.H., Li L.W. (2019). *Employment Absorption Capacity of E-commerce Service Industry*, Journal of Coastal Research, special issue 93, pp. 879-882

Habanabakize T., Meyer D.F., Olah J. (2019). *The impact of productivity, investment and real wages on employment absorption rate in South Africa*, Social Science, vol. 8, issue 12, pp. 1-15

Zeng S.H., Xia J.C. (2016). *Why rapid urbanization process cannot improve employment absorption capacity of service industry in China- also on the interactive mode innovation between service industry development with urbanization under the background of transformation and upgrading*, China Finance and Economic Review, vol. 4, article number UNSP9

Aurora I.P. (2012). *Employment absorption in manufacturing industry: Yogyakarta case*, Journal of Emerging Markets, vol. 4, issue 2, pp. 199-209

3. There are some phrases in the “Results of research” section which does not belong to the section. Instead, those phrases must be included in the “Literature review” (e.g. “With the increase in employment opportunities, it is hoped that community income will increase as well as increase purchasing power (Glassburner, 1976).” – I don’t understand the meaning of this phrase within the “Results of research” section; another example – “The process of acquiring and increasing the number of people who have the expertise, education, and experience is decisive for a country's economic and political development. Human capital formation is therefore associated with an investment in humans and its development as a creative and productive source (Jhingan, 1993).”).
4. The authors must emphasize the practical implications of this study. Which is its utility in practice? Also, which is the level of novelty for the research study? What makes this paper different from previous studies?
5. The authors did not present any limitations of the research study.

REVIEWER RECOMMENDATION:

**Can this paper be accepted for being published?
(check only one place, please)**

Accept As Submitted (with routine editing)

Accept With Suggested Revisions

Possibly Accept After Extensive Revisions

Reject

X