International Journal of Transformative Multidisciplinary Studies
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Driving Transformative Impact Across Disciplines

Peer-Review Report Form

Manuscript Title:	A Little Bit of Everything: Navigating Cultural Diversity in the Workplace of the College of Hospitality and Tourism Management, University of the Cordilleras
Type of Article:	Original Article

FIRST ROUND

Editor

General Comments and Recommendations
The reviewers acknowledge the significance of your manuscript and recommend several revisions to further improve its clarity, coherence, organization, and overall scholarly quality. In addition, you are advised to thoroughly review and validate all references included in the manuscript. Please ensure that all cited sources are accurate, accessible, and retrievable through Google Scholar to uphold the credibility and reliability of the study. Additionally, make sure to include the DOI or website link for every reference to facilitate verification and accessibility of sources. Furthermore, only sources that are cited within the manuscript should appear in the References section, and all entries listed in the References section must also be cited in the text. For example, if 20 unique sources are cited in the manuscript, then only those 20 sources should be included in the References section. Please note that repeated citations of the same source within the text are counted as a single reference entry; therefore, the total number of references may be lower than the total number of in-text citations.

Reviewer 1

General Comments and Recommendations
The manuscript investigates cultural diversity at the College of Hospitality and Tourism Management. The author must secure explicit ethical approval and redesign the data collection mechanism before resubmission.

Specific Comments and Recommendations
Title: The first half of the title lacks academic weight. Remove it and highlight the primary variables clearly.
Abstract: You state you utilized a 'fast write' method. You must provide a strong rationale here for this unconventional choice so it does not appear as a shortcut.
Introduction: The text relies heavily on Hofstede. Modern scholars frequently view Hofstede as too broad for micro level workplace evaluations; please integrate contemporary diversity theories.

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Methodology (Data): You collected merely one or two sentences per prompt. This produces exceptionally thin qualitative data; reflexive thematic analysis requires rich narratives that brief texts rarely supply.
Results: Table 1 lists 13 participants. With such brief written texts, you likely reached data saturation only because the restrictive prompts suppressed detailed responses. Follow this guide in presenting the results: https://ijtmsonline.com/wp-content/uploads/2026/02/020224.pdf
Discussion: You state the empathy framework operates without formal institutional programs. You must extract more direct evidence from your transcripts to validate this massive claim.
Conclusion: The manuscript proposes new diversity policies. These recommendations stretch far beyond what a tiny 13 person dataset can uphold.

Please indicate your recommendation by checking the appropriate box below.

Decision	
	Accept the manuscript for publication.
/	Reconsider the manuscript after the authors have satisfactorily addressed and complied with the reviewers' comments and recommendations.
	Reject the manuscript, as it is not suitable for publication.

Reviewer 2

General Comments and Recommendations
The paper has an interesting setting and the workplace issue is worth studying. There are also useful participant voices.
Specific Comments and Recommendations
The Cross-Cultural Experience Cycle is not sufficiently established by the design. The manuscript presents a three-stage movement from initial overwhelm, to adaptation, and then professional payoff, and Figure 1 goes further by presenting the themes as a coherent and self-reinforcing cycle. But all data were collected at one point in time, and participants were not followed across stages. What the data can show are different experiences reported by different people; it cannot firmly establish that these experiences occur in this sequence or form a cycle. This is important because the same process interpretation is carried into the Discussion and Conclusion as one of the paper's central findings.
The cultural interpretation becomes too categorical from very limited evidence. The paper repeatedly interprets Cordilleran employees as high-context, relational, reserved communicators and contrasts them with employees coming from supposedly lower-context backgrounds. Later, this becomes an explanatory argument for the workplace tensions and adaptation experiences. Yet communication orientation was not directly examined or established for each participant. Cultural region and communication style appear to become almost interchangeable in parts of the manuscript. For me, this is a serious interpretive concern because a small bounded workplace study can easily move from participants' individual perceptions into a generalized description of Cordilleran cultural behavior. The present evidence does not fully support that level of cultural claim.

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Please indicate your recommendation by checking the appropriate box below.

Decision	
	Accept the manuscript for publication.
/	Reconsider the manuscript after the authors have satisfactorily addressed and complied with the reviewers' comments and recommendations.
	Reject the manuscript, as it is not suitable for publication.

SECOND ROUND

Decision	**Editor**	**Reviewer 1**	**Reviewer 2**
Accept the manuscript for publication.	/	/	/
Reconsider the manuscript after the authors have satisfactorily addressed and complied with the reviewers' comments and recommendations.			
Reject the manuscript, as it is not suitable for publication.			