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Paper: “Stratégies de gestion de la souffrance au travail en situation de risques psychosociaux chez les enseignants du primaire public de la région de l’Extrême-Nord, Cameroun”

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Corresponding Author: Kawaina Gassissou Abel

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Peer review:

Reviewer 1: Hina Masood
Foundation University Islamabad, Pakistan

Reviewer 2: Ladislav Gahungu
University of Burundi, Burundi

Reviewer 3: Anna. Linda Kameni Djialeu
University of Yaoundé 1, Cameroon

ESJ Manuscript Evaluation Form 2025

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Reviewer Name: Anna. Linda KAMENI DJIALEU	
University/Country: University of Yaoundé 1, Cameroon	
Date Manuscript Received: December 18, 2025	Date Review Report Submitted: December 26, 2025
Manuscript Title: STRATÉGIES DE GESTION DE LA SOUFFRANCE AU TRAVAIL EN SITUATION DE RISQUES PSYCHOSOCIAUX CHEZ LES ENSEIGNANTS DU PRIMAIRE PUBLIC DE LA RÉGION DE L'EXTRÊME-NORD, CAMEROUN / STRATEGY OF MANAGING SUFFERING AT WORK IN SITUATIONS OF PSYCHOSOCIAL RISKS AMONG PUBLIC PRIMARY SCHOOL TEACHERS IN FAR NORTH, CAMEROON	
ESJ Manuscript Number: 1255/25	
You agree your name is revealed to the author of the paper: yes	
You approve, your name as a reviewer of this paper, is available in the "review history" of the paper: You approve, this review report is available in the "review history" of the paper: yes	

Evaluation Criteria:

Please give each evaluation item a numeric rating on a 5-point scale, along with a thorough explanation for each point rating.

Questions	Rating Result [Poor] 1-5 [Excellent]
1. The title is clear and it is adequate to the content of the article. <i>Le titre est clair et adéquat, il est fidèle au contenu mais est trop long. Il pourrait être allégé pour plus d'impact</i>	4
2. The abstract presents objects, methods, and results. <i>Le résumé est globalement informatif mais manque de structure explicite et de concision</i>	3

3. There are a few grammatical errors and spelling mistakes in this article.	2
<i>(Please insert your comments)</i> Le texte contient plusieurs fautes de syntaxe, de grammaire, de ponctuation et de formulation tant dans les sections en français qu'en anglais. Ces erreurs ne remettent pas en cause la pertinence scientifique de l'étude, mais nécessitent une révision linguistique attentive afin d'améliorer la clarté et la lisibilité du texte. Par conséquent, une relecture approfondie est nécessaire.	
4. The study methods are explained clearly.	4
<i>(Please insert your comments)</i> La méthodologie est globalement claire et cohérente avec les objectifs de recherche. Le choix d'une approche qualitative phénoménologique basée sur les récits de vie et l'analyse diachronique est bien justifié. Cependant, certains détails au niveau de l'analyse et de la saturation mériteraient d'être précisés. Et les précisions supplémentaires concernant le guide d'entretien et les considérations éthiques renforceraient la rigueur méthodologique.	
5. The results are clear and do not contain errors.	4
<i>(Please insert your comments)</i> Les résultats sont clairement présentés et structurés selon les différentes périodes de la vie professionnelle. L'utilisation des extraits des verbatim renforce la crédibilité des résultats. Certains tableaux et figures pourraient néanmoins bénéficier d'une mise en forme plus claire et des légendes plus concises.	
6. The conclusions or summary are accurate and supported by the content.	4
<i>(Please insert your comments)</i> La conclusion est cohérente avec les résultats présentés et assez bien étayés par l'analyse des données. Toutefois, cette conclusion pourrait être condensée afin d'éviter certaines répétitions avec les sections précédentes. Et elle pourrait proposer des implications pratiques plus concrètes.	
7. The references are comprehensive and appropriate.	3
<i>(Please insert your comments)</i> Les références sont pertinentes, diversifiées et bien ancrées dans la psychodynamique du travail et de la psychologie du travail. Mais, certaines références ont besoin d'une normalisation selon les normes APA, et quelques publications internationales récentes pourraient être ajoutées dans l'optique de renforcer le cadre théorique.	

Overall Recommendation (mark an X with your recommendation) :

Accepted, no revision needed	☐
Accepted, minor revision needed	☐
Return for major revision and resubmission	☐
Reject	☐

Comments and Suggestions to the Author(s): Cet article aborde une problématique importante et encore peu exploré concernant la souffrance au travail des enseignants dans un contexte socioculturel spécifique et peu documenté. L'approche qualitative et le recours aux récits de vie offrent des données riches et significatives. Cependant, plusieurs aspects doivent être améliorés pour renforcer la rigueur scientifique de l'article :

- Clarifier certains éléments méthodologiques en l'occurrence la taille de l'échantillon, l'analyse diachronique, la saturation ;
- Revoir la structure du résumé pour plus de clarté ;
- Faire une correction linguistique et améliorer la fluidité rédactionnelle ;
- Structurer davantage les résultats, intégrer le protocole mentionné et améliorer les tableaux et figures ;
- Améliorer la discussion avec des implications pratiques plus concrètes.

Ces ajustements permettront de valoriser davantage la contribution de cette recherche.

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Reviewer Name: Dr. Hina Masood	
University/Country: Foundation University Islamabad, Pakistan	
Date Manuscript Received: 14-01-2026	Date Review Report Submitted: 23-01-2026
Manuscript Title: Stratégies of managing suffering at work in situations of psychosocial risks amont public primary school teachers in Far North Region, Cameroon	
ESJ Manuscript Number: 1255/25	
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You approve, your name as a reviewer of this paper, is available in the “review history” of the paper: Yes	
You approve, this review report is available in the “review history” of the paper: Yes	

Evaluation Criteria:

Please give each evaluation item a numeric rating on a 5-point scale, along with a thorough explanation for each point rating.

Questions	Rating Result [Poor] 1-5 [Excellent]
1. The title is clear and it is adequate to the content of the article.	4
1. The title is relevant but contains a typographical error (“amont” instead of “among”). Suggestion: 1. Correct the typographical error in the English title.	
2. The abstract presents objects, methods, and results.	4
1. The abstract summarizes the study but remains largely descriptive. Revise the abstract to clearly state: The method of analysis, The main categories of strategies identified, The key contribution of the study	
3. There are a few grammatical errors and spelling mistakes in this article.	5
Nil	
4. The study methods are explained clearly.	5

The qualitative phenomenological approach is appropriate.	
5. The results are clear and do not contain errors.	4
The diachronic categorization (beginning, full exercise, continuity) is original and insightful. However, the results remain descriptive, with limited interpretive depth. Suggestions: - Strengthen analysis by: - Linking participants' narratives more explicitly to theoretical concepts - Clarifying whether strategies are adaptive, defensive, or maladaptive - Improve the table by: - Simplifying indicators - Ensuring conceptual consistency - The study is qualitative, yet hypotheses are formulated, which creates methodological inconsistency. Suggestions: - Remove hypotheses entirely, or reframe them as analytical propositions or qualitative assumptions	
6. The conclusions or summary are accurate and supported by the content.	5
Nil	
7. The references are comprehensive and appropriate.	5
Nil	

Overall Recommendation (mark an X with your recommendation) :

Accepted, no revision needed	
Accepted, minor revision needed	X
Return for major revision and resubmission	
Reject	

Comments and Suggestions to the Author(s):

The manuscript has **strong potential**, but significant improvements are necessary in conceptual framing, methodological transparency, analytical depth, and academic rigor before publication. **However, minor revisions are required.**

Comments and Suggestions to the Editors Only:

Nil