

# Review of: "Determinants of Employee Recruitment in Sidama National Regional State, Ethiopia"

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Potential competing interests: No potential competing interests to declare.

Thank you for the opportunity to review the draft manuscript: "Determinants of Employee Recruitment in Sidama National Regional State, Ethiopia. The topic is interesting as well as relevant. The authors should therefore improve their work to make their research publishable.

I suggest the following improvements:

- A. The term selection should be included in the title. This since the study's objective was to *examine the practices and factors that affect employee recruitment and selection in the Hawassa City Administration of the Sidama region*. Notably, according to the definitions in the literature review, the terms recruitment and selection are two completely different concepts.
- B. In the abstract, the authors explain how the quantitative data was analysed. Therefore, an explanation of how the qualitative data was analysed should too be included.
- C. In my opinion, the abstract should be rewritten to report on:
  - The problem,
  - The research purpose,
  - The motivation for the study,
  - The research approach/design, methods and procedure,
  - A brief summary of the findings, and
  - The implications of the research on practice and theory.

It may also include:

- Participant number and type,

- Study eligibility criteria,
- Limitations of the study, and
- Implications of the study's conclusions or areas for additional research.

*However, the authors should avoid presenting a wordy abstract since the abstract is not the manuscript's introduction.*

D. The document contains many statements and claims that have not been cited. This should be corrected. I suggest, too, that the authors review the literature and include more updated sources throughout the document.

E. The structure of the manuscript requires improvement. It should follow the format of an academic research paper.

F. The theoretical framework should be refined and include relevant references to support statements.

G. Research Section:

- The research paradigm within which the research was located should be provided. A brief description should be provided explaining the term "paradigm". The researchers should elaborate on the ontological position of the study, explaining the reasons for positioning the research in a particular paradigm.
- Both stratified and purposive sampling methods were used in the study. The researchers should explain the term purposive sampling and how it was used in the study, as they did for stratified sampling.
- The authors should provide details on the questionnaire used and its psychometric properties.
- An explanation should be provided for the questions used in the interviews. A discussion on how the interview questions were constructed and whether the questions were aligned to the theoretical framework should be provided.
- Specific details relating to how the qualitative data was analysed should be provided. For example, was content analysis or thematic analysis employed? The authors should also expand on the coding process they used. It is necessary to mention the reasons for choosing a specific coding process. For example, Henning (2004) provides a three-stage open-coding method that will assist researchers in (1) assessing the data systematically and logically and (2) identifying themes and sub-themes.
- Explain whether the interview questions were also subjected to a pilot study.

H. The results should be reported on by using the APA style format.

I. The authors should clarify how triangulation was used to increase the credibility and validity of the research findings. At least four types of triangulation can be identified, for example, data triangulation, investigator triangulation, theory triangulation, and methodological triangulation, which promotes using several data collection methods, such as interviews and questionnaires, as in this research. Hence a brief description of methodological triangulation should be presented.

J. Following the above, since both quantitative and qualitative data sets are available through the mixed method approach, the authors should explain the aspects of the phenomena from both these data sets. What

can also be included is how biases

were decreased. As well as refute or confirm hypotheses.

**My best wishes to the authors!**