

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.

This paper focuses on the practices and factors that affect employee recruitment and selection in the Hawassa City Administration. The paper argues that the recruitment and selection practices of the Hawassa City Administration have a clear policy implemented by the Human Resources department, although the staff members are not aware of it. Additionally, it was discovered that all selection processes were not carried out efficiently, and the recruitment and selection processes were inefficient at the recruitment stage.

The highlights of the study are that while the recruitment and selection practices have a clear policy, staff members are not aware of it, and recruitment and selection processes were found to be ineffective. Although the determinants of employee recruitment in Ethiopia are complex and vary depending on the specific organization and industry, Dangiso et al. (2023) identified six main determinants of recruitment and selection. These are: vacancy advertisement, selection test, selection interview, pre-employment check-ups, orientation, and selection decisions. These are some of the remarks I found in the study that could help the authors improve the work.

- While the title indicates as the study covers regional, as demonstrated by the results and abstract parts, the study was focus on city level. So, the title should be specific to Hawassa city administration.
- The abstract raises a lot of questions, methods and analysis. It may dismay readers from reading the study in detail. Meanwhile, the majority of your abstract should describe what you have studied in your research and what you have found and what you argue in your article.
- The paper indicated the use of quantitative and qualitative analysis. However, the tools used to analyse these needed to be indicated. For instance, thematic content analysis for qualitative analysis
- The study relies on self-report data, which may be subject to social desirability bias or response bias, and does not include objective measures of recruitment and selection practices.
- I think the paper should make some reference to the emerging literature on Ethiopian employee recruitment and selection trend.
- It would help to acknowledge similar debates about employee recruitment and selection experience in other organization, industries, civil service institution and administrations.

- The references are not recent publications and it lacks to know the recent literature about the topic.
- Question: Which specific insight you want to develop? You should clearly state and discuss it as much as possible.
- Overall, I enjoyed reading this paper. Though it is nicely written and makes an effort to be effectively argued, it does not draw on a solid conceptual discussion. As a result the authors' consider all comments carefully and reshape the paper that would make the paper contribute to human resource management and administration.