

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 article is a contribution to human resource management. Although the study is done in Hawassa city administration, it can be a methodology of analysis for other organisations.

I consider that the objectives section is covered by the hypothesis section, so it can be left out.

In section 1.3, I consider it important to expand on the relevance of this study for HRM professional training and research, because it leaves open lines of work.

There is a missing 'T' at the beginning of the first paragraph of section 3.3.

Regarding the questionnaire they used, it is important to mention whether it was designed by the research team or whether they adopted one designed by others. The questions in the questionnaires should have a content validation prior to use.

In section 3.5 you mention that the questions have Likert-type responses, so it is important to justify the use of Pearson's correlation coefficient (which is used for continuous variables that are normally distributed) instead of Spearman's correlation coefficient (which is used for ordinal variables).

At the beginning of the first paragraph of section 4.3, delete 'recruitment and selection.'

I suggest expanding the discussion section, and including similar studies in other countries and comparing the results obtained.