

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.

Dear Editor,

Thank you for approaching me for an article review.

Below are the major the major comments I have on the manuscript.

Strength:

- Less plagiarized content

Weaknesses:

- the topic is not innovative: it represents an extensively investigated area of human resources management. Hence it does not contribute novel insights to the existing body of knowledge.
- problem statement does not highlight theoretical and conceptual gaps: only lack of empirical evidence in the study area has been presented as a point for justification.
- hypotheses are not drawn from literature review: they were simply developed from researchers' prior understanding.
- the study by default suffers from multi-collinearity problem as it considers "selection decision" and "selection" as independent and dependent variables respectively.
- the study a major methodological flaws in that it violates the primary assumption of linear regression model: continuity. the study made use of Likert-type scale data which by no means can be analyzed using MLR. I suggest that research use Strucutural Equations Modelling (SEM) for data analysis
- conclusions do not present the theoretical and practical contribution(and implications) of the study.
- References are incomplete, with volume numbers, issue numbers, page numbers, etc missing for most lists.

Conclusion and Decision:

Conclusion: the study does not fit any scholarly merit in its current form and is hence not ready for publication.

Decision: the manuscript SHOULD BE REJECTED from publication in the journal.

