

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.

Overall it is a nicely written paper about the recruitment and selection practices. however there are few observations:

the significance of the study seems over committed which is not evident from the data findings. Also practical implications must be added to conduct this study

the state of factors affecting recruitment and selection practices are not evident in data findings which are referred in significance of the study and discussion that whether these factors are favorable or not in the current sample. It can be done through descriptive analysis which is missing from the findings.

Secondly, the findings from qualitative data is not expressed explicitly which will be a supporting evidence with the findings from quantitative data

Thirdly all the recruitment and selection components are taken as independent variable, what are the questions related to recruitment and selection as dependent variable

the operational definition of the variables must be provided and referred to in findings and discussion also.

In discussion section there are new findings coming up that has not been evident from any results in the prior section. the findings must be written with scrutiny and should be based on research objectives and significance this study claims to offer then the results must be discussed in the light of literature

the reviewer believe that the article has run the important analysis techniques but there must be more explicit evidence of this in the findings sections and both types of data analysis should be present.

All the best!