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

Medzo-M'engone Joseph[1]

1 Université de Franche-Comté

Potential competing interests: No potential competing interests to declare.

The article deals with a topical subject in a particularly interesting cultural context. The article is also well written and well structured overall. The approach taken is rigorous. But be that as it may, I have a number of observations about the form and content of the paper.

Firstly, in the literature review, in particular the definition of key terms; what resources do the authors rely on to define these terms? The authors will have to reference each defined term. In addition, the authors state that there are several definitions of the selection process in the literature, without however illustrating this statement and positioning themselves on the appropriate definition for their research work. The same is true of paragraph 3 of the sub-title the concept of selection. The same observation applies to the sub-section dedicated to the recruitment and selection process.

In the methodology section, is a description of the sampling technique chosen necessary? Table 1 is the overall representation of the structure's workforce, but not the sample size for the authors' research. What use does it serve in the article? The section on the questionnaire needs to be clarified. It seems to me that the questionnaire has been created, but has it been empirically validated? If so, the results of this phase of the research should be included. This seems to me to be an important aspect, since the validity indices of a questionnaire determine the robustness of the results. The nature of the questionnaire should also be explained. For example, what variables does it measure?

With regard to the sub-section on the method of data analysis and interpretation, the authors should explain the data analysis model used in their study.

In the results section, the authors use multiple regression analysis, which is not bad in itself. However, more robust analyses such as structural equations (SEM) could enhance the quality of the article.

In the discussion section, it is very surprising that the authors do not give too much importance to this crucial part of their article. The authors should discuss their results more in comparison with research carried out by other authors in the same country, or elsewhere, in different cultural contexts. Yet there is an abundance of literature on this subject.

In view of the above, I recommend major changes to the authors before publication.