

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.

General comment:

This is an important paper focusing on a critical and fundamental component of human resource management. It makes detailed effort to explain technical terms for a reader who may not be conversant, so they are able to appreciate the findings and conclusions of the study. I find the discussion and conclusion sections clear and well-articulated reflecting the findings.

There is a bit of repetitiveness on a number of phrases and or statement of facts especially where references are cited describing similar a concept or description. You may wish to rephrase and combine the statements/ phrases and cite them once.

Please find below specific comments for consideration to improve the paper.

Introduction section:

Use of the word 'manpower' may be substituted with another word e.g. human resources or personnel. and it also appears in the discussion section.

"Recruitment and selection are crucial subjects within human resource management as they ensure that organizations possess the necessary human skills, knowledge, and capabilities to thrive in the future." This statement is okay but may need to be qualified as recruitment and selection processes work only when applied properly as you have indicated further down in the paper.

Key words section

Review the sentence that is defining the word 'factors' as it is being defined by the same word

Concepts of recruitment

The sentence 'Recruitment plays a crucial role in HRM....' I think it is an integral part of HRM as you already have indicated as at the end of the section.

Concept of selection

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The first sentence on the last paragraph: is this statement guaranteed for every selection or it is true only when applied properly?

Discussion section

Well-articulated section. It would be helpful to the reader if this section is preceded by a summary of the findings on each of the areas put together.

Editorial considerations

The last paragraph on section 4.6, the text is indicating table 4.11 but the table is labeled 'table 6 Anova.