

# 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.

The efforts of the authors in conducting research and coming up with a manuscript is appreciated. They have done a good job. Nevertheless, for their better and well-organized future work, following are the points of concern which ought not only be taken in consideration, but also should be worked on:

1. There is no organization of the manuscript. It merely looks like some Bachelor's level thesis. The authors are strongly recommended to go through some peer-reviewed research articles to learn about all the sections and how they have been organized as a research article.
2. Reduce the huge abstract size by adding only the key points.
3. Introduction and background of the study can be improved by adding more recent citations, if possible, to strengthen this area.
4. This is not how hypotheses are written in either a thesis or a research article. Again, kindly go through some peer-reviewed research articles to learn.
5. The authors claim that they used both qualitative and quantitative research methodologies. Qualitative data analysis report is missing from the manuscript, nor is there any interview questions. Please share both of them.
6. The authors have claimed that they used both probability and non-probability sampling techniques. Please support with literature and clearly cite if doing so does not create some serious problems.
7. The authors claim that they designed the survey questions and conducted a pilot study. Please report the results of the pilot study regarding those survey questions and report their reliability and validity. Also, please share your questionnaire.
8. Keeping in view the efforts of the authors, the manuscript is given "Major Corrections".