

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

Assefa Tensay¹

¹ University of Gondar

Potential competing interests: No potential competing interests to declare.

As per the request from your esteemed office, I have seen the document. It is very good and well organized. But, here are some of the issues that needs to be addressed.

Introduction Section

1. In the introduction section, the research should discuss about the different possible factors that could affect Recruitment and Selection Process by providing theoretical and empirical evidence and then justify why you selected the six factors mentioned in this study.
2. The study is about testing the effect of the major factors on recruitment and selection process, instead of describing. So, the general objective needs some correction like this: The general objective of the study is to examine the Determinants of Recruitment and Selection process in Government Organizations: A Case Study of Hawassa City Administration. In addition, instead of using same word (to examine) in the specific objective, using other similar phrases such as to explore, to test and other similar phrases. But, the phrase to analyze (the second specific objective) may not be relevant for descriptive statistics.
3. Conceptually, geographically and methodologically, the study should be specified in scope.
4. The authors outlined that hypotheses were developed based on the problem statement and researcher questions. But, there is no single statement regarding research question and problem statement. In addition, there is no empirical and theoretical evidence to support for the hypothesis. Moreover, this section should come after the conceptual framework.

Literature Review

5. The definition of constructs especially the different factors is very shallow. Here, detail information about the factors and their measures must be explained.
6. The source for the conceptual model is compiled from literature. But, it (factors) is not discussed here in the paper.
7. The conceptual model is not explained to the readers.
8. One of the factor that affects Recruitment and Selection is Orientations/Induction. However, the induction is given to employees. How it be an antecedent factor to Recruitment and Selection?

Methods

9. It is good. But, needs detail presentation. The purpose of using interview is not clearly stated.

Data Analysis and Discussion

10. The research should include descriptive statistics
11. The discussion section doesn't support empirical evidence for the hypothesis testing results.
12. The interview results are very shallow and lacks detail analysis and discussion.
13. The research paper failed to state the implication and recommendation

Reference

14. Some of the citation are not as per the APA STYLE
15. Recent article should be included

Decision: Accept with major adjustment