

Review of: "Role of Leadership with Equity, Integrity, Ethics, Humility, and Outstanding Culture in the Development of Engineering Institutions"

Ken Ndalamba

Potential competing interests: No potential competing interests to declare.

Dear author

It was a pleasure reading your paper. I'd like to commend you for the attempt made and efforts in producing such a paper. Regardless of the decision made based on the information that the paper provides, you are encouraged to continue working harder. Overall, the paper left so many gaps which in turn prompted questions than answers making it difficult to comprehend its purpose. I have highlighted the following shortcomings:

Your Introduction

The introduction has brought confusion than clarity to what the paper intends to do. What is the purpose of the study? A number of claims made in the introduction are very disturbing. Take for instance:

- "Most of the institutes have around 50% vacant posts even though the country has a large number of qualified, trained, and competent faculty members." Any documents/national statistical reports to support such a claim? Without evidences to support the claim, these types of statements are not acceptable!
- "Many institutions suffer from the absence of growth-oriented leadership who don't focus on equity, integrity, ethics, humility, and outstanding culture to facilitate the faster development of the faculty members." How did you arrive to such a conclusion? Which procedures were applied?
- "For ten years around 1000 engineering colleges have been closed in India." Any documents/national statistical reports to support such a claim? Without evidences to support the claim, these types of statements are not acceptable!
- "Unless these problems are solved, the return on investments (ROI) will be meager." What is the context of the study, financial?
- "This research work focuses on these problems and tries to solve them so that the growth of engineering education will be facilitated and the attributes of the graduates will be improved." All the problems mentioned in the introduction? How many are they, 5, 6, 7? The paper intends to solve all these problems? This is not possible!!!!

What is the problem statement of the study? Is it lack of growth and sustainability of engineering colleges/institutions? Lack of the problem statement and perhaps hypothesis/propositions makes it difficult to comprehend the purpose of the study.

Your Literature review

“It is found that the following factors affect the sustainability and balanced growth of the institutions: inequity, corruption, zero integrity, absence of humility, undesirable culture, improper planning and mismanagement in sharing the resources, absence of openness, growth of informal organization, victimization of a section of the faculty, racial discrimination, elevation of coteries, etc.” **This is unacceptable!!! Where and how did you find these factors?**

What is the framework of the study? How was it constructed?

There are 9 concepts discussed in this section of which 2.2 and 2.8 are the same. How did you come about discussing these concepts? Why are they discussed? What the purpose of discussing them? Where do they lead you in the study?

Your Objectives

It is not clear the information provided in this section. Where is the general/main objective of the study? Again, very disturbing

Your Methodology

It is not clear if these are the conclusions of the study or its methodology. It is expected in this section a discussion on the methodological approach of the study, the methods and procedures on how data will be/were collected and analysed. If the model will be/was established through linear regression, what are/were the procedures? Again, very poor in all the scientific aspects. This is not acceptable!!!!

Your Conclusion

Not acceptable at all!!

Decision

This is not a scientific manuscript for not following and applying scientific norms for research. Even the basic norms on formulating the problem statement has not been followed. It is a set of ideas put together for a purpose which is not scientific. It is against the backdrop of the above that I reserve recommendation for publication unless the editor decides otherwise.