

Review Form 1.6

Journal Name:	Asian Research Journal of Arts & Social Sciences
Manuscript Number:	Ms_ARJASS_90082
Title of the Manuscript:	A Study on Training Effectiveness and Academic Staffs Performance in Higher Learning Institutions in Zanzibar
Type of the Article	

General guideline for Peer Review process:

This journal's peer review policy states that **NO** manuscript should be rejected only on the basis of '**lack of Novelty**', provided the manuscript is scientifically robust and technically sound. To know the complete guideline for Peer Review process, reviewers are requested to visit this link:

(<https://www.journalarjass.com/index.php/ARJASS/editorial-policy>)

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PART 1: Review Comments

	Reviewer's comment	Author's comment (if agreed with reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)
Compulsory REVISION comments	<ol style="list-style-type: none"> Format - The research is written based on the original format of school research. Basically, the format for publication is composed of (1) Abstract; (2) Introduction; (3) Discussions; (4) Findings; and (5) References. The format presented by the researcher is not advisable for publication. This must be redesign or reconstruct. Research Variables – Only academic staffs in higher education must be included. Remove other non-related respondents such as non-academic and students. <i>“The study specifically determines the contribution of training outcomes to the level of academic performance of staffs in the Institute of Public Administration and examines the trends of training scheme for the academic staff and its influence within the institute.”</i> Variables presented in the framework are the not variables discussed in the research. In addition to this, please identify the framework if it is conceptual or theoretical framework. Data Editing – data collected were edited. See page 12. In scientific research, data must not be edited. Instead, comments of the interviewee should be evaluated and treated. Incomplete response - On page 17, there is a statement like this, “question was supposed to be answered by staff’s respondents only”. If it is necessary in the study, it must be answered by the respondents. Interpretation of Data – Descriptive statistical tool was presented using percentage. No inferential statistical tools used to present significant differences between demographic profile and trainings; and demographic profile and performances. Table instead Figure - Instead of using Figure 2,3,4,5 & 6, use table. It is difficult for the reader to review the total respondents. Are DQSTSON, PSBST, CNALSTT, DMPICCPA and BPOPPST ready made questionnaires from previous study owned by other researcher? If yes, are you allowed by the researcher to use these questionnaires? If no, use your own questionnaire. There are citations that are not included in the references. Use only one (1) format of citations: parenthetical or narrative. See example below: <i>Parenthetical citations: (Bologna, 2019; Roberts, 2020; Toner, 2020)</i> <i>Narrative citations: Bologna (2019), Roberts (2020), and Toner (2020)</i> A paragraph must consist of at least two (2) sentences. Check spacing between paragraphs. Change paging format into Hindu-Arabic instead of Roman. Begin the sentence with narrative not in numerical figure. <p>THE RESEARCHER IS REQUESTED TO TOTALLY REVISE THE MANUSCRIPT BY IDENTIFYING THE VARIABLES OF THE RESEARCH TO BE ALIGNED TO THE RESEARCH FRAMEWORK AND INFERENTIALLY INTERPRETED THE DATA USING CORRECT PUNCTUATION MARKS, SPACING, PAGINATION & APA FORMAT.</p>	
Minor REVISION comments		
Optional/General comments		

PART 2:

	Reviewer's comment	Author's comment (if agreed with reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)
Are there ethical issues in this manuscript?	<i>(If yes, Kindly please write down the ethical issues here in details)</i>	

Reviewer Details:

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