

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	<p>Findings:</p> <ul style="list-style-type: none"> - In 1st paragraph of section 4.1, there are 115 respondents (50 staffs and 65 students). However, only 105 respondents (40 staffs and 65 students) are included in Table 3- 8. Last paragraph of section 4.1 should summarize the findings in Table 3 (not Table 4). - In section 4.4, Please check numbers in Figure 2, 5, and 6 as shown below. Also, how many respondents are in section 4.4.2 (Figure2)?This is the case of staff respondents. 40? 50? (not 65) <table border="1"> <thead> <tr> <th>FIGURE 2</th> <th>std</th> <th></th> <th>mor</th> <th></th> <th>out</th> <th></th> <th>am</th> <th></th> <th>coop</th> <th></th> <th></th> <th></th> <th></th> <th></th> </tr> </thead> <tbody> <tr> <td>core</td> <td>40</td> <td>61.5%</td> <td>26</td> <td>40.0%</td> <td>22</td> <td>33.8%</td> <td>21</td> <td>32.3%</td> <td>36</td> <td>55.4%</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>fair</td> <td>14</td> <td>21.5%</td> <td>16</td> <td>24.6%</td> <td>17</td> <td>26.2%</td> <td>14</td> <td>21.5%</td> <td>15</td> <td>23.1%</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>least</td> <td>4</td> <td>6.2%</td> <td>8</td> <td>12.3%</td> <td>5</td> <td>7.7%</td> <td>10</td> <td>15.4%</td> <td>5</td> <td>7.7%</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>no</td> <td>7</td> <td>10.8%</td> <td>15</td> <td>23.1%</td> <td>21</td> <td>32.3%</td> <td>20</td> <td>30.8%</td> <td>9</td> <td>13.8%</td> <td></td> <td></td> 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Optional/General comments	Section 4.3 is about training. The author should include facts about "Details of training and schedules". Provide more information about how the institute informs its staff about training schedules. Section 4.4 is about staff performance. It should be evaluated by supervisors (not by staffs themselves). Also the author should provide the general information about how the institute plans, develops, conducts, and evaluates its training program.																																																																																																																																																																																																																																																																																														

PART 2:

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Are there ethical issues in this manuscript?	(If yes, Kindly please write down the ethical issues here in details)	

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Reviewer Details:

Name:	Woradee Jongadsayakul
Department, University & Country	Kasetsart University, Thailand