

Review Form 1.6

Journal Name:	South Asian Journal of Social Studies and Economics
Manuscript Number:	Ms_SAJSSSE_94662
Title of the Manuscript:	Examining the Effect of Performance Evaluation on Employee Job Satisfaction in a Federal Government Agency in Nigeria
Type of the Article	Original Research 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.journalsajsse.com/index.php/SAJSSE/editorial-policy>)

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>1) Abstract: Well written</p> <p>2) Introduction:</p> <p>a) Page 1: "The objective of this study..." Before the objective, the author is recommended to highlight the problem statement to draw the attention of the audience.</p> <p>3) Literature review:</p> <p>a) Page 2: "...as defined by Hoppok & Spielgler [5]" Which citation are you referring to?</p> <p>b) Page 2: "The need hypothesis developed by Maslow..." Please state the year after the author's name.</p> <p>c) Page 2: "... major conventional beliefs developed by Mausner and Herzberg" Please state the year after the author's name.</p> <p>d) Page 3: "According to Spector..." Please state the year after the author's name.</p> <p>e) Page 3: "...work location and workload"[10]. By enhancing the performance capabilities of both individuals and teams, performance management is a purposeful and integrated approach to achieving organizational success [17]." Why did the citation number jump from 10 to 17? Please check accordingly.</p> <p>4) Theoretical Framework: Good</p> <p>a) Page 5: "Inaddition,..." Typo error.</p> <p>b) Page 5: "F for instancehow does one gauge one's own actualization?" Typo error.</p> <p>5) Material and methods</p> <p>a) Page 6: In Table 1, the percent column showed a calculation error, of which 88.36% plus 11.63% is not equal to 100%. Please recalculate.</p> <p>b) Page 7: In Table 2, the total frequency of the item "I feel I am overworked most of the time" showed a calculation error, in which the total of 12, 82, 103, and 88 are equal to 285 instead of 243. Please recalculate.</p> <p>6) Analysis, results and discussion of findings: Well-explained</p> <p>7) Conclusion:</p> <p>a) Page 12: "Both qualitative and quantitative methods were employed in the investigation." Where is the qualitative approach? Since you are not mentioned in the previous "Material and methods" part, so please remove it.</p> <p>b) The author is recommended to explain the future recommendation in the end of the paragraph.</p> <p>6) Reference: Please revised based on APA format.</p>	
Minor REVISION comments		
Optional/General comments		

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PART 2:

	Reviewer's comment	Author's comment <i>(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)</i>
Are there ethical issues in this manuscript?	<i>(If yes, Kindly please write down the ethical issues here in details)</i>	

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