

## Review Form 1.6

Journal Name:	<b>Journal of Education, Society and Behavioural Science</b>
Manuscript Number:	<b>Ms_JESBS_93456</b>
Title of the Manuscript:	<b>HUMAN RESOURCE PRACTICES AND PERFORMANCE CONTRACTING IN THE PETROLEUM INDUSTRY IN KENYA: A CASE STUDY OF VIVO ENERGY INVESTMENT MOMBASA</b>
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.journaljesbs.com/index.php/JESBS/editorial-policy> )

### **PART 1: Review Comments**

	<b>Reviewer's comment</b>	<b>Author's comment</b> (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)
<b>Compulsory</b> REVISION comments	<p>(1) The article is too lengthy and requires serious work to reduce its length since it seems it is from a project work that the researcher(s) is(are) trying to public the article. At this point, research(s) should be mindful of the fact that the format for article does not accommodate all the components of a full but just a summary of your background, problem, objectives, research questions, literature review, methodology, data analysis, results/findings, conclusion and recommendations.</p> <p>(2) The work requires serious editorial attention.</p> <p>(3) Abstract of 510 words is too lengthy. It may be more appropriate to reduce it to 250-300 words at most.</p> <p>(4) Rewrite the abstract to reduce its length and other materials not relevant as marked in the copy.</p> <p>(5) Introduction is too lengthy. Reduce it to at most one and half page.</p> <p>(6) Problem state is lengthy. It should be reduced to one or two paragraphs at most.</p> <p>(7) The problem of the study is not clearly stated. Please, restate the problem to clearly show the gap in previous knowledge that you are to investigate.</p> <p>(8) Expand your specific objectives to cover broad areas like: the human resources practices in Vivo Energy Investment; the extent they are practiced; which one is practiced more; the effects on performance; the challenges in the practice.</p> <p>(9) Each section of the work requires serious attention.</p>	
<b>Minor</b> REVISION comments		
<b>Optional/General</b> comments	The entire work requires serious attention and should be reworked to address all the concerns raised.	

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**PART 2:**

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

**Reviewer Details:**

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