

Review Form 1.7

Journal Name:	Asian Journal of Education and Social Studies
Manuscript Number:	Ms_AJESS_98065
Title of the Manuscript:	CHALLENGES FACING HUMAN RESOURCE DEPARTMENT IN PROCESSING PROMOTIONS AND SALARY UPGRADING OF TEACHERS: A CASE OF GA WEST EDUCATION DIRECTORATE OF THE GREATER ACCRA REGION OF GHANA
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.journalajess.com/index.php/AJESS/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)
<p>Compulsory REVISION comments</p> <p>1. Is the manuscript important for scientific community? (Please write few sentences on this manuscript)</p> <p>2. Is the title of the article suitable? (If not please suggest an alternative title)</p> <p>3. Is the abstract of the article comprehensive?</p> <p>4. Are subsections and structure of the manuscript appropriate?</p> <p>5. Do you think the manuscript is scientifically correct?</p> <p>6. Are the references sufficient and recent? If you have suggestion of additional references, please mention in the review form. (Apart from above mentioned 6 points, reviewers are free to provide additional suggestions/comments)</p>	<p>1. The publication is significant not only at the regional level, but also at the world level. This problem can be observed anywhere in the world.</p> <p>2. Yes, the title is region specific, allowing future analysis of the amendment and change.</p> <p>3. There can be add the results of the research in a simpler version.</p> <p>4. Yes it is.</p> <p>5. In terms of literature, the research is perfect. Regarding the methodology, some remarks can be made. The main problem is the subjectivity of the survey-based research. This is primarily the feeling of the affected party, which must be supported by certain facts and objective data. For this purpose, a correlation can be made between various factors - time for career growth, requirements for career growth, salary increase, ratio of salary increase to inflation, etc. Thus, if such a correlation is not found, we can conclude that there is a systemic problem, i.e. we can resort to the proposed qualitative analysis.</p> <p>6. Yes they are.</p>	
<p>Minor REVISION comments</p> <p>1. Is language/English quality of the article suitable for scholarly communications?</p>	<p>1. Yes it is.</p>	
<p>Optional/General comments</p>	<p>Perhaps the authors should propose some standard or objective factors for career growth that would largely eliminate the human factor. This proposal based on an objective factors should be systematized.</p> <p>On the other hand, these objective metrics can be achieved by circumventing the rules. For this reason, subjective factors should also be used, for example student achievement, student evaluation, student success, etc.</p>	

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

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