

## Review Form 1.7

Journal Name:	<b>Journal of Economics, Management and Trade</b>
Manuscript Number:	<b>Ms_JEMT_102267</b>
Title of the Manuscript:	<b>Does Human Resource Strategy Formulation Process Matter?</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.journaljemt.com/index.php/JEMT/editorial-policy> )

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**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)
<p><b>Compulsory</b> REVISION comments</p> <ol style="list-style-type: none"> <li>1. <b>Is the manuscript important for scientific community?</b> (Please write few sentences on this manuscript)</li> <li>2. <b>Is the title of the article suitable?</b> (If not please suggest an alternative title)</li> <li>3. <b>Is the abstract of the article comprehensive?</b></li> <li>4. <b>Are subsections and structure of the manuscript appropriate?</b></li> <li>5. <b>Do you think the manuscript is scientifically correct?</b></li> <li>6. <b>Are the references sufficient and recent? If you have suggestion of additional references, please mention in the review form.</b></li> </ol> <p><u>(Apart from above mentioned 6 points, reviewers are free to provide additional suggestions/comments)</u></p>	<ol style="list-style-type: none"> <li>1. The manuscript is important for scientific community. The Human resources is the greatest asset of any organization and the success of organization depends on the attraction, motivation, capacity development and retention of those human resources.  The formulation of the HR strategy and the processes adopted in its formulation determines how these human resources are managed for the success of the organization. Therefore, organizations need to pay attention to the development of HR strategy, the process of development for ownership and implementation of the strategy and ensure that the strategy is gleaned from the organizational strategy to ensure success and overall performance of the organization.</li> <li>2. <b>The title is not suitable for the article. The author can consider revising the title with the following suggestions:</b> <ol style="list-style-type: none"> <li>a. Human Resource Strategy Formulation: Process review in the Public Sector in Tanzania</li> <li>b. Human Resource Strategy Formulation: Impact of the strategy process on the outcome</li> <li>c. Human Resource Strategy Formulation Process and its Effect on Strategy Outcomes</li> </ol> </li> <li>3. <b>The Abstract of the article is not comprehensive enough and needs to focus on the following:</b> <ol style="list-style-type: none"> <li>a. The subject matter, title of the research</li> <li>b. What the research seeks to examine/investigate</li> <li>c. The outcome of the research and the solution to the problem.</li> </ol>           These can be summarised in a paragraph for clear understanding of the subject matter.         </li> <li>4. The Theoretical framework sub section can be renamed as <b>Literature review</b> and expanded to include Section 4. Additional literature can be added on the HR strategy formulation and the effect of Organizational strategy development process on the outcome. The section on Typologies can be merged with introduction, and the 3 processes (Rational, Adaptive and Interactive) summarised in the Introduction.  There is a need for consistency in referencing e.g. “[25] provides the four-step model process of producing a meaningful HR strategy. With a view from the top, kesler asserts that the search for strategic business demands greater clarity of HR focus by setting choices of people and business priorities in a top-down manner. Indeed, Kesler”. The author needs to be consistent in using either the number or the name of the author of the article being referred to.</li> <li>5. The manuscript is scientifically correct.</li> <li>6. The references are sufficient, however, more recent references on the subject can be included. E.g. Gholamzadeh, D., &amp; Jalali, S. (2013). Integrative approach in human resources strategy formulation (Case study: MDN Company). <i>Procedia-social and behavioral sciences</i>, 75, 479-487.  Reference [15] should be checked for the year of publication.  Reference [51] and [52] should be re-arranged to follow the alphabetical order of arrangement adopted in the article.</li> </ol>	

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<b>Minor</b> REVISION comments		
1. <b>Is language/English quality of the article suitable for scholarly communications?</b>	The language is suitable for scholarly communications, however the article should be reviewed for typographical errors. The font size should be consistent across the document. The word "asset" should be used when referring to human resources of the organization not asserts. The document should be checked for grammatical correctness.	
<b>Optional/General</b> comments	N/A	

### **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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