

Review Form 1.7

Journal Name:	Journal of Economics, Management and Trade
Manuscript Number:	Ms_JEMT_107699
Title of the Manuscript:	Comprehension of the application of Mckinsey's 7s model by women in SMEs in Ghana; the mediating role of commitment.
Type of the Article	Original Research Article

Review Form 1.7

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.</p> <p><u>(Apart from above mentioned 6 points, reviewers are free to provide additional suggestions/comments)</u></p>	<p>Yes, it is important for Scientific community because a survey was done, analysed with some tools, findings and recommendations were provided for further research.</p> <p>Yes, the title is very suitable because it was specific to Ghana the contents of the article reflect.</p> <p>I believe the abstract will be more comprehensive with more details by stating the problem statement or gap at the beginning of the abstract. Author may use snippets of part of the introduction highlighted in yellow. Furthermore, the recommendations should be included after the findings.</p> <p>The title shows that the independent variable is the Mckinsey's 7S model, the dependent variable is Performance while the mediating variable is the Employee commitment. These 3 should form the main sections of literature review while others like measuring performance, components of the McKinsey's 7S model etc should be their sub sections.</p> <p>I believe the findings of the study overall is scientifically correct by supporting Hypothesis 4 from the author's findings which is the main study title, but specifically, the findings did not support Hypothesis 1, 2 and 3 which is unusual. (4.7 Hypothesis testing). Can the Author proffer possibilities of why this is so, based on feedback received from survey and other data collated? If so, this should be stated in his descriptive statistics and discussion of findings and possible solutions proffered in the recommendation section which should reflect in the abstract as well.</p> <p>The references listed in literature review are sufficient and current; however, I would recommend listing a bit of more theories that have been applied to similar studies before Author selects one this paper aligns with. Since author has chosen theories on commitment, theories such as Becker's theory of commitment, Johnson theories of commitment, Levinger's cohesiveness theory of commitment, etc. could be listed and briefly explained.</p> <ul style="list-style-type: none"> • The Hypothesis 4 should be "mediated" not "moderated" since the study is on the mediating role of employee commitment. • For the benefit of readers, I recommend the Author should briefly explain the Mckinsey's 7S model as one of the Change Management models in organizations and why he preferred it as ideal for women in SMEs in Ghana over others like Kurt Lewin, Kotter's eight stage model, and ADKAR model. • Lastly, the Author did not show where the source of his questions for the survey was adapted or adopted from, just like how he showed/cited for his analytical tools. 	
<p>Minor REVISION comments</p> <p>1. Is language/English quality of the article suitable for scholarly communications?</p>	<p>Yes, quite suitable.</p>	
<p>Optional/General comments</p>		

[Review Form 1.7](#)

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>	

Reviewer Details:

Name:	Uchechi Chinazom Ekejiuba
Department, University & Country	Nile University of Nigeria, Nigeria