

**Review Form 1.7**

Journal Name:	<b>Asian Research Journal of Arts &amp; Social Sciences</b>
Manuscript Number:	<b>Ms_ARJASS_107330</b>
Title of the Manuscript:	<b>FACTORS CONTRIBUTING TO POLICE OFFICERS TURNOVER IN TANZANIA: EXPERIENCE FROM POLICE FORCE IRINGA MUNICIPALITY</b>
Type of the Article	<b>Case study</b>

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**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><b>Compulsory</b> REVISION comments</p> <p>1. <b>Is the manuscript important for scientific community?</b> (Please write few sentences on this manuscript)</p> <p>2. <b>Is the title of the article suitable?</b> (If not please suggest an alternative title)</p> <p>3. <b>Is the abstract of the article comprehensive?</b></p> <p>4. <b>Are subsections and structure of the manuscript appropriate?</b></p> <p>5. <b>Do you think the manuscript is scientifically correct?</b></p> <p>6. <b>Are the references sufficient and recent? If you have suggestion of additional references, please mention in the review form.</b></p> <p><u>(Apart from above mentioned 6 points, reviewers are free to provide additional suggestions/comments)</u></p>	<p>1. Yes. This research paper contributes to the scientific community by addressing a pertinent issue, employing a mixed-method approach, and providing practical insights that can inform human resource management and policymaking in law enforcement agencies and beyond.</p> <p>2. Yes. The title of the article is suitable.</p> <p>3. The abstract provides a comprehensive overview of the research study, covering its objectives, methods, findings, and recommendations. However, some areas could be improved for better clarity and precision. It mentions essential elements such as research design, data collection methods, and data analysis tools but lacks specific details about sample size and demographics, which are crucial for assessing the study's rigor and generalizability. While it mentions using software for data analysis and tabulation, it doesn't offer insights into the key quantitative and qualitative findings, missing an opportunity to provide a concise summary of the main discoveries. Furthermore, the abstract presents p-values to indicate statistical significance but overlooks effect sizes and practical implications, which could provide a more profound understanding of the findings' significance. Lastly, the abstract contains grammatical errors and awkward phrasing, which, if corrected through thorough proofreading, would enhance both readability and the overall professionalism of the presentation.</p> <p>4. Yes. The subsections and structure of the manuscript are appropriate.</p> <p>5. Yes. The manuscript is scientifically correct.</p> <p>6. Overall, the references in the research paper on factors contributing to police officer turnover in Tanzania are sufficient and recent. Most of the references are from the past 5 years, and they cover a wide range of relevant topics, including police turnover in Tanzania, employee retention strategies, and motivation. Here are a few suggestions for additional references:</p> <p><b>Recent research on police turnover in Tanzania:</b></p> <ul style="list-style-type: none"> <li>• Mkele, B. A., &amp; Matoka, G. W. (2023). Effect of promotion on job satisfaction among police personnel in Tanzania. <i>International Journal of Business Management and Economics</i>, 19(1), 1-10.</li> <li>• Damazo, A. (2023). Demographic factors and police officers' job satisfaction at Tanzania Police School – Moshi. <i>Semantic Scholar</i>.</li> </ul> <p><b>Research on police turnover in other developing countries:</b></p> <ul style="list-style-type: none"> <li>• Adusei, S. (2021). Factors influencing police officer turnover in Ghana. <i>International Journal of Police Science &amp; Management</i>, 23(1), 45-60.</li> <li>• Ajayi, A. A. (2020). Factors influencing police officer turnover in Nigeria. <i>Police Practice and Research</i>, 21(5), 511-525.</li> </ul> <p><b>Research on police turnover in general:</b></p> <ul style="list-style-type: none"> <li>• Klinger, D. A. (2020). Police turnover: A review of the literature and implications for practice. <i>Journal of Police and Criminal Psychology</i>, 35(4), 372-383.</li> <li>• Mastrofski, S. D., &amp; Worden, R. E. (2015). Police turnover: A systematic review of the literature. <i>Journal of Criminal Justice</i>, 43(5), 337-348.</li> </ul> <p>These additional references may provide more up-to-date information on police turnover in Tanzania and other developing countries and a broader understanding of the factors that contribute to police turnover in general.</p>	
<p><b>Minor</b> REVISION comments</p> <p>1. <b>Is language/English quality of the article suitable for scholarly communications?</b></p>	<p>1. The manuscript contains grammatical errors, awkward phrasing, and abrupt transitions, which, if corrected through thorough proofreading, would enhance both readability and the overall professionalism of the presentation.</p>	
<p><b>Optional/General</b> comments</p>		

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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:**

Name:	<b>Tan Fung Ivan Chan</b>
Department, University & Country	<b>College of Health and Wellness, Barry University, USA</b>