

Review Form 1.7

Journal Name:	Asian Journal of Education and Social Studies
Manuscript Number:	Ms_AJESS_118680
Title of the Manuscript:	TRAINING AND DEVELOPMENT ON EMPLOYEE PERFORMANCE, A CASE OF GARISSA COUNTY REFERRAL HOSPITAL, KENYA
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:

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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><u>Compulsory</u> REVISION comments</p> <ol style="list-style-type: none"> 1. Is the manuscript important for scientific community? (Please write few sentences on this manuscript) 2. Is the title of the article suitable? (If not please suggest an alternative title) 3. Is the abstract of the article comprehensive? 4. Are subsections and structure of the manuscript appropriate? 5. Do you think the manuscript is scientifically correct? 6. Are the references sufficient and recent? If you have suggestion of additional references, please mention in the review form. <p><u>(Apart from above mentioned 6 points, reviewers are free to provide additional suggestions/comments)</u></p>	<ol style="list-style-type: none"> 1. The manuscript provides valuable insights into the impact of training and development on employee performance in a healthcare setting, specifically focusing on the Garissa County Referral Hospital. The study's findings highlight the importance of skills acquisition and training attendance in enhancing employee performance while also addressing the negative impact of high employee turnover rates. By employing a cross-sectional descriptive survey design and robust statistical analysis, the research contributes to the broader understanding of workforce development in healthcare, a critical area for ensuring high-quality patient care. These insights can inform policy and training programs in similar contexts, making the manuscript a significant contribution to the scientific community. 2. The current title of the manuscript, "Influence of Training and Development on Employee Performance: A Case of Garissa County Referral Hospital," is suitable as it clearly communicates the study's focus on the relationship between training and development and employee performance within a specific healthcare setting. 3. The abstract provides a comprehensive overview of the study, including the research design, target population, sampling method, data collection instruments, data analysis techniques, research findings, discussions, conclusions, recommendations, and suggestions for further research. It effectively summarizes the key elements of the manuscript, making it comprehensive for readers seeking a quick understanding of the study's objectives, methodology, results, and implications. 4. The manuscript appears to have a well-structured layout with clearly defined subsections such as "Research Methodology," "Research Findings and Discussions," "Conclusions," "Recommendations," and "Suggestions for Further Research." Each subsection addresses specific aspects of the study, facilitating easy navigation and comprehension for readers. The structure seems appropriate for presenting the research methodology, findings, and implications in a logical sequence. 5. While the manuscript presents a thorough research design, data collection, analysis, and interpretation, as well as logical conclusions and recommendations, it is challenging to assess the scientific accuracy without access to the raw data and detailed methodology. However, the methodology appears appropriate for the research questions posed. 6. The references provided offer a diverse range of sources relevant to the manuscript's topic, covering areas such as employee turnover, organizational effectiveness, training and development, human capital management, and leadership. However, to enhance the robustness and currency of the reference list, consider incorporating more recent studies published after 2022, particularly those that may offer updated insights or methodologies relevant to the research. Additionally, while the existing references appear comprehensive, you may want to ensure that seminal works or key studies directly related to the manuscript's focus are included for a more thorough literature review. 	
<p><u>Minor</u> REVISION comments</p> <ol style="list-style-type: none"> 1. Is language/English quality of the article suitable for scholarly communications? 	<ol style="list-style-type: none"> 1. The language and English quality of the article are generally suitable for scholarly communication. The manuscript is well-written, with clear and concise language, making it accessible to readers from diverse backgrounds. However, there are small aspects that, if revised, could improve the study: Original: "The study analyzed the status of startup growth where Table 4.3 was obtained." 	

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	<p>Revised: "The study examined the status of startup growth, as presented in Table 4.3."</p> <p>Original: "It was established that employee turnover rates comprised frequent resignation of colleagues which negatively affected the overall performance of their department."</p> <p>Revised: "It was established that high employee turnover rates, characterized by frequent resignations, had a negative impact on the overall performance of their department."</p> <p>Original: "The coefficients of; skills acquisition, training attendance are positive, indicating that they are directly proportional to the employee performance in Garissa County Referral Hospital."</p> <p>Revised: "The coefficients for skills acquisition and training attendance are positive, indicating a direct correlation with employee performance in Garissa County Referral Hospital."</p> <p>These examples demonstrate how minor revisions can improve the clarity, precision, and readability of the text, ensuring that the manuscript is polished and professional. A thorough proofreading and editing process would enhance the overall quality of the manuscript.</p>	
<p>Optional/General comments</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><i>(If yes, Kindly please write down the ethical issues here in details)</i></p>	

Reviewer Details:

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