

Review Form 1.7

Journal Name:	Journal of Economics, Management and Trade
Manuscript Number:	Ms_JEMT_112273
Title of the Manuscript:	The impact of employee proficiency on Tanzanian procurement contract management; Evidence from higher learning institutions
Type of the Article	

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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>Compulsory 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 topic of the relationship of staff competence to job performance is an important one. How critical are each of the competencies and how is performance affected by the range of staff abilities in these metrics? 2. The title of the article is appropriate to the topic covered. 3. The abstract addresses the key points of the research but should be reorganized and rewritten. Begin with the question, and follow with a summary of the research methodology, results, and analysis. 4. The subsections and structure of the manuscript are appropriate. 5. Much of the manuscript is scientifically correct. The manuscript refers to the methodology as a descriptive research design. This one uses a range of both qualitative research and quantitative data (although quantitative research is the primary research method) to gather information to make accurate predictions about a particular problem or hypothesis. The methodology used is a small quantitative sample based on a research questionnaire (which should be attached as an exhibit). It is entirely appropriate to use a quantitative method, but it should be appropriately described. 6. The references miss some relevant and important research on the topic. With additional research, the author(s) would be able to focus their research question on topics not yet addressed. The literature reviewed ranges from 2006 through 2019, but more recent work has directly addressed the topic considered by the author(s). Some additional works to consider include but are not limited to: <ul style="list-style-type: none"> • Proficiency-based training and credentialing can improve patient outcomes and decrease cost to a hospital system; V Tam, J Borreback, SA Dunn, J Bellon, HJ Zeh... - The American Journal of ..., 2019 - Elsevier • Central line proficiency test outcomes after simulation training versus traditional training to competence; AA Alsaad, VY Bhide, JL Moss Jr... - Annals of the ..., 2017 - atsournals.org • Enhancing professional and technical excellence: Analysis of contract management competency models; RG Rendon - 2019 - dair.nps.edu • Contract management and procurement performance of State Corporation in Kenya; AJ Hassan, JQO Omwenga - ... Journal of Social ..., 2023 researchbridgepublisher.com 	
<p>Minor REVISION comments</p> <ol style="list-style-type: none"> 1. Is language/English quality of the article suitable for scholarly communications? 	<p>No, the language is not sufficient for scholarly communications,</p>	
<p>Optional/General comments</p>	<p>The research question is, on its face, a good one, and the research design is appropriate to answer it. The manuscript needs more depth in its background research. I am concerned about the interpretation of the results. I was uncertain why a score of 1.97 out of 5.00 on contract document interpretation and 2.33 out of 5.00 on knowledge of contract management led management to the conclusion that their staff was "competent enough." Staff seems to have attained academic credentials, but still had difficulty in job performance, something that the author suggests is the fault of the trainers. This conclusion is not part of the research design and is not relevant to the research question but may be an opportunity for further research.</p>	

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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:

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