

Review Form 3

Journal Name:	Journal of Scientific Research and Reports
Manuscript Number:	Ms_JSRR_128219
Title of the Manuscript:	The Effect Of Demographic Factors On Employee Productivity In The Oil And Gas As Well As Construction Industries In The Niger Delta Area, Nigeria
Type of the Article	

General guidelines for the 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 guidelines for the Peer Review process, reviewers are requested to visit this link:

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PART 1: Comments

	Reviewer's comment	Author's Feedback <i>(Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)</i>
Please write a few sentences regarding the importance of this manuscript for the scientific community. A minimum of 3-4 sentences may be required for this part.	The author conceived an idea of a good research topic. Why not focus on either Oil and Gas or Construction firms since the study is not a comparative analysis study? I suggest the study should focus on a particular industry. The contribution of the paper to the scientific community is inadequate. The manuscript structure is also not sufficient. The author failed to address the real concepts in the background/introduction. The manuscript should have explained what the demographic factors are, and not just listing them. Then, it should have explained how they influence employees' productivity. For instance, how can age, gender etc enhance productivity? The introduction altogether is disjointed hence should be made coherent and sufficient by explaining the dependent and independent variables, as well as showing their relationships. There are no objectives or aims of the study. The methodology is not adequately captured. What is the research design? You can use factor analysis and regression analysis and not just descriptive statistics.	
Is the title of the article suitable? (If not please suggest an alternative title)	The topic is not suitable. Effect of demographic factors on employee productivity in the Oil and Gas sector firms in the Niger Delta Region of Nigeria OR Effect of demographic factors on employee productivity in Construction firms in the Niger Delta Region of Nigeria.	
Is the abstract of the article comprehensive? Do you suggest the addition (or deletion) of some points in this section? Please write your suggestions here.	The abstract should be restructured to follow a pattern and it should be reported in the past tense since it is a completed work. The abstract should identify the topic or objective of the study, methodology-research design, population and sample, sources of data and instrument of data collection, techniques and tool(s) of analysis, results and discussion of findings, conclusion, implication for managers and recommendations. Delete the descriptive analysis presentation in the abstract.	
Is the manuscript scientifically, correct? Please write here.	The manuscript is not scientifically correct. The author should address the concerns raised in the first reviewer's comment above. The paper is not coherent, thorough, robust and adequately structured. The author should check for the Journals editorial policy and issues especially to align with the journal's structure. NO literature review both conceptual and empirical has been captured in the manuscript.	
Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.	The references are mostly recent but they are few considering the topic of the manuscript. This means that the author may not have done a wide research. Although I cannot mention specific references here but the author needs to do more research.	
Is the language/English quality of the article suitable for scholarly communications?	The English quality is also not scholarly. The tone is not scholarly. More attention is needed in terms of punctuation marks, sentences and paragraphs loading.	
Optional/General comments	Generally, the author has made some efforts which need to be appreciated. I suggest the author should; <ul style="list-style-type: none"> i. Check the manuscript requirements of this journal for structure/format before making a submission. ii. Check for grammatical expressions and punctuation marks iii. Rewrite the abstract in a chronological order. iv. Your introduction should give the reader an overview of what you are writing about v. What is the research problem and the aims or objectives of the study? 	

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>	

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