

Review Form 1.6

Journal Name:	Advances in Research
Manuscript Number:	Ms_AIR_77204
Title of the Manuscript:	The Adoption of e-HRM in Zimbabwe: A Telecommunications Sector's View.
Type of the Article	Original Research 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:

(<http://peerreviewcentral.com/page/manuscript-withdrawal-policy>)

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)
<u>Compulsory</u> REVISION comments	<p>In my opinion this article is very well prepared in terms of its structure and methodological approach.</p> <p>The author must check article's spellings in the whole article. Some words overlap, for example in the Abstract: "contributesliterature" on e-HRM.</p> <p>Rethink the title of this article. I propose to change it into "The Adoption of e-HRM in Zimbabwe. The case study of telecommunications sector's company" or another one, which presents the real information included there. The author has not presented the telecommunications sector's view in Zimbabwe.</p>	
<u>Minor</u> REVISION comments	<p>Try to present not only positive but also some negative aspects of implementing e-HRM. I propose to prepare a table comparing traditional HRM and e-HRM as a SWOT (strength, weaknesses, opportunities and threats) analysis of them.</p> <p>In the research methodology some additional information such as:</p> <ul style="list-style-type: none"> - the time when the research was conducted, - how big (how many questions) there were in the questionnaires formula? - what kind of questions was posed (open or only close)? <p>ought to be included.</p> <p>The title 7.4 is "The impact of HRM on...". Should it not to be: The impact of e-HRM implementation on employee relations...?</p> <p>In part 7.5 think not only about challenges but also about dilemmas connected with adopting e-HRM.</p>	
<u>Optional/General</u> comments		

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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>	

As per the guideline of editorial office we have followed VANCOUVER reference style for our paper.

Kindly see the following link:

<http://sciencedomain.org/archives/20>

Reviewer Details:

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