

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:

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PART 1: Review Comments

	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>
Compulsory REVISION comments	<p>Title: The title is not descriptive. Moreover, it contrary to the main objective of this study which is to examine the impact of e-HRM on telecommunication operator's practices. Why the title should be directly stated that " the impact of adoption of e-HRM on telecommunication sectors"</p> <p>Abstract: The abstract main components such as methodology and conclusion of the study were no were described. The findings also not summarised in a logical flows. It merely stated.</p> <p>Introduction: This part does not well describe the research problems that a research is going to solve after knowing the impact of e-HRM? In other words, a researcher does not justify why is forced to investigate the impact of the e-HRM in Zimbabwean Telecommunication Sectors? The only justification is that, there is few studies' which actual is not logical. Moreover, the objectives of the study are not well stated.</p> <p>Literature In this part, a study has nothing presented in the aspect of the impact of e-HRM in the telecommunication sectors. The only literature presented is just " notice" on the various issues such as history and meaning of HRM, meaning and challenge of e-HRM, factor influencing the e-HRM, which actually these information or fact were not relevant in this section. What is required was to critically analysis the both theoretical and empirical evidence on the impact of e-HRM in the "funnel" way, that from the global, regional to the country studies, which is not done. The impact literature was given in not more ten sentences in this section. Therefore, I</p> <p>Methodology Actually, there is not this subsection, but a researcher presented a subsection titled "the study population" where we can see some of the methodological elements such as questionnaires and sample size were described. However, the section described nothing about the contents of the methodology or the study population. The study population was not stated, variables were not stated, and method of data analysis was not stated. This makes a study to be blindly focused.</p> <p>Results/findings Actually, there is no this section, but the results of this study are started to be presented in either section 7.1 with a title "the demographic profile of the respondent or section 7.2 with a title "factors analysis". There is no clear and logical flow of the results. In this section some results or statistical test were not well interpreted. For example the component of the factor analysis is not well interpreted that represents which construct or variable? This impossible because the study has not well defined its variables or construct. Therefore the interpretation of the results is not clear.</p> <p>Discussion Discussion is not weighted on the findings of this study but on the literature. What is supposed is to relate how this current study supported or not supported by the literature reviewed.</p> <p>Conclusion Due to the fact that the study lacks a clear objectives or variables, the conclusion lacks its specificity. For example, "..... Based on this finding, the study concludes that e-HRM can enable organisation A to compete globally for effective and competent human resources, providing tremendous prospects for business success..." How this conclusion is reflected by</p>	

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	the main objective of the study, which is to examine the impact of the e-HRM? References The reference in well written and the recently articles were cited. It is ok.	
Minor REVISION comments	Nil	
Optional/General comments	-The work is poorly arranged that lack a logical flow -The work lacks a sound and strong methodological supports	

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)
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>

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