

Review Form 1.6

Journal Name:	Asian Journal of Education and Social Studies
Manuscript Number:	Ms_AJESS_86066
Title of the Manuscript:	Staff Training Needs Assessment for Development of Employees at Alternative Learning and Adult Education and Vocational Training, Zanzibar
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 (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)
Compulsory REVISION comments	None	
Minor REVISION comments	<p>The study's major goal was to look at the Department of Alternative Learning and Adult Education in Zanzibar's staff training needs assessment for employee development. This research was carried out in the Urban Western Region, at the Department of Alternative Learning in Stone Town, Unguja. The survey included 132 Zanzibar's Department of Alternative Learning and Adult Education employees. A case study design was employed to enable the researcher to concentrate on gathering enough information in the Department of Alternative Learning and Adult Education. Collected data from questionnaires were analyzed through descriptive design to provide a deep understanding of the phenomena through frequency tables, while interviews data were analyzed through thematic analysis.</p> <p>This study shows that all of the factors used for TNAs, such as training, sponsorship, time, and strategic planning, encourage the development of TNAs and staff performance. 45.2 percent of respondents strongly agreed that strategic planning promotes TNA and helps to improve employee performance. In the second objective, various TNA procedures were found to be friendly and familiar to the majority of employees; 57.3 percent of respondents strongly agreed that providing an incentive induction program is a foundation of TNA and employee performance, while several benefits were discovered within the department after an assessment of their training needs, such as career development or future orientation. Moreover, the study revealed that (55.6%) of respondents strongly agreed that TNA is capable enough to enhance the succession plan and staff performance at the department.</p> <p>The study recommended that the government assist the Department of Alternative Learning and Adult Education with budget revisions, employment, sponsorship, and the provision of a training needs assessment specialist who can advise the department on how to reform TNA activity, as well as the development of a comprehensive strategic plan for the effective implementation of identified programs.</p> <p>1. Problem statement: Give the primary research question, objective, and/or motivation. 2. Methodology: Provide a basic indication of how the data were gathered. 3. Main findings: Show only those results which relate directly to the research objectives and conclusions. 4. Conclusion: Choose the most important implication, application, or suggestion related to the problem statement and main finding. Please be guided on this model in formulating your abstract. It must have at least 200 words</p> <p>The following are the recommendations that need to be considered to fill the gaps: i. The government should consider effectively developing some factors like budget, employment, and sponsorship; budget sealing should be the same as the proposed budget for better implementation of the projects. There should also be the development of a recruitment system that more staff with Adult skills need to be employed. There should be a widening scope mechanism to get more sponsorship opportunities to facilitate the learning process. ii. The Government should support the Department of Alternative Learning and Adult Education in developing a comprehensive strategic plan that can be applied for effective implementation of identified programs. iii. Researcher found that more benefits can be obtained when the Government supports the Department of Alternative Learning and Adult Education in providing Specialists on training needs assessment who can consult the department to reform TNA activity. Also, the researcher found that when more facilities like computers, internet, or development of buildings used for training were granted by the Government or donors, more contributions would be grasped in TNAs.</p> <p>The recommendations must be aligned with the results of the study, please make some justifications for the readers to be guided.</p>	
Optional/General comments	The study is interesting and commendable	

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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>	

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