



**SDI Review Form 1.6**

Journal Name:	<a href="#">Asian Journal of Economics, Business and Accounting</a>
Manuscript Number:	Ms_AJEBA_56622
Title of the Manuscript:	REWARD SYSTEMS AND ITS PERFORMANCE IMPLICATION: A SOUTH EASTERN NIGERIA EXPERIENCE
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://www.sciencedomain.org/page.php?id=sdi-general-editorial-policy#Peer-Review-Guideline>)



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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)
<b>Compulsory</b> REVISION comments	<p>1. The topic of the paper is "Reward systems and its performance implication....." Reward system is too broad area. But the researcher has selected only two types of rewards; recognition and staff development. And also the researcher has used Expectancy theory as the research model. Expectancy theory explains three relationships. They are effort performance relationship, performance rewards relationship and reward personal goal relationship. Therefore it is better to reconsider the topic of this paper or the content of the research.</p> <p>2. Recognition, staff development and job performance are the variables of this research. The researcher has developed a questionnaire but there is no information regarding the operationalization of the variables. What are the dimensions of each variable, how many questions have been included in the questionnaire?</p> <p>3. The information on validity and reliability has not been included</p>	
<b>Minor</b> REVISION comments	<p>The following mistakes should be corrected</p> <ol style="list-style-type: none"> <li>1. <b>In the introduction section-</b> Reward management (RM) is a crucial aspect of HRM; it consist of</li> <li>2. ....are intrinsically and extrinsically motivated for improved performance.</li> <li>3. <b>Literature review second paragraph-</b> "goal setting, communication, autonomy, of delegation of</li> <li>4. <b>Staff development and job performance second paragraph-</b> staff maintenance can be understood and undertaken by the workforce</li> <li>5. It is better to mention the Keys before the source See below each table Ex.:EMPREC: Employee Recognition, PERF: Performance</li> <li>6. The heading of the hypothesis two- It is also mentioned as hypothesis one</li> <li>7. The following citations are not mentioned in the reference list Ryan (2013) and Chandan (1987)</li> <li>8. References - Lawal, T. and Oluwatoyin, A. (2011). The Civil Service and sustainable development in Nigeria. <i>Journal of sustainable development in Africa</i>, 13(4): 385-393</li> <li>9. Second reference- It should be properly formatted.</li> </ol>	
<b>Optional/General</b> comments		

**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?	(If yes, Kindly please write down the ethical issues here in details)	

**Reviewer Details:**

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