



**SDI Review Form 1.6**

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| Journal Name:            | <a href="#">Asian Journal of Economics, Business and Accounting</a> |
| Manuscript Number:       | Ms_AJEBA_33095                                                      |
| Title of the Manuscript: | STRATEGIC USE OF EXIT INTERVIEWS: THE ART OF RETENTION              |
| 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>The author has given quite a good literature review on the exit but the findings are not discussed in the context of the findings of previous related research.</p> <p>The purpose of the <i>discussion</i> is to help the researcher to interpret and describe the significance of his/her findings in light of what is already known about exit interviews, and to explain any new understanding or insights about the exit interviews after taking the findings into consideration.</p> <p>The discussion would make the direct quotations of interview data very insightful</p> | <p>Excellent review comment. A 'Result Discussion and Implications' section has been added in the revised paper as per the suggestion.</p>                                                                                                                                                                                        |
| <b>Minor</b> REVISION comments      | <p>Sentence construction and grammar needs to be checked. An English expert can be employed to do a better job of editing and improving the language and grammar.</p>                                                                                                                                                                                                                                                                                                                                                                                                                  | <p>Corrections are made after thorough proofreading. Changes have been highlighted in yellow in the revised paper.</p>                                                                                                                                                                                                            |
| <b>Optional/General</b> comments    | <p>A few personnel who have exited or who intent to exit should also have been interviewed.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <p>This will probably make the study findings less generalizable in a sense that only the departing employees may choose to give authentic answers. Employees who intend to leave but staying in the job for the time being may not give honest answers, possibility remains. That's why such participants were not included.</p> |