



SDI Review Form 1.6

Journal Name:	<u>British Journal of Economics, Management & Trade</u>
Manuscript Number:	Ms_BJEMT_19908
Title of the Manuscript:	An Assessment of Work Related Factors on Clergy's Performance: A Case Study of ACK Diocese of Nakuru
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

	<i>Reviewer's comment</i>	<i>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)</i>
<u>Compulsory</u> REVISION comments	<u>Suggestion 1:</u> You need to describe literature studies concerning with motivation, job-satisfaction, reward system and clergy work performance. <u>Mistyping</u> 1. In line 41-42, it was written: The Diocese also operates community social services (CCS). Probably you mean as CSS instead of CCS. 2. In line 46-47, it was written: It is necessary to change these policies from time to time to reflect changes in the workforce, employment trends, and economic conditions 3. In line 112, it was written: and sense of control, and equal opportunities. <u>Suggestion 2:</u> In the research methodology you should describe how to analyze the data collected, so it could explain and relate to the problems investigated. You need to explain how the variables relate one to the other using causal relationships between the variables investigated based on behavioural theory. It is better to explain the causal relationships between the variables, so that you can see how motivation, job-satisfaction, and reward system affecting clergy job-performance. You should explain how did you design the questionnaires and to find out the validity and reliability	Have been reworked This has been reworked in page 3, This has been discussed in page 3, 5, 6



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	of the questioners. What is the sampling technique did you use. How many options did you have in the questionnaires, how many questions did you have in each questionnaire. You need to describe determinant factors of motivation, job-satisfaction, reward system and clergy job-performance. Suggestions 3.: it is better for you to use path analysis technique instead of descriptive technique in analysing the data collected, since you are looking for effect of motivation job-satisfaction and reward system on clergy work-performance (Pedhazur, 1986).	We have used ANOVA to determine the effect of work related factors on clergy's performance as reflected in pg.5,6
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<u>Minor</u> REVISION comments	<u>Suggestion 4</u> Discussions should compare with other findings related to your research results. You should separate results from discussion and do not mix them.	
<u>Optional/General</u> comments	<u>Suggestion: 5.</u> The abstract should be simplified in order to make it more concise, for example The study sought to achieve the following objectives: To assess the effects of motivation on clergy work performance and service; to examine the effect that job satisfaction has on performance of the clergy; to 10 investigate the influence that the reward system has on performance of the clergy; ACK 11 Diocese of Nakuru. <u>It is suggested to write like this:</u> The study sought to achieve the following objectives: To assess the effect of motivation, job satisfaction and reward system have on clergy work performance and service of the ACK Diocese of Nakuru. Writing references is better written in order of years of publications based APA style i.e. (Herzberg, Mausner and Snyderman, 1959; Turner and Lawrence, 1965) Should be written like this: (Turner and Lawrence, 1965: Herzberg, Mausner and Snyderman, 1959) <u>Key words should be written alphabetically based on APA style,</u> So that, Keywords: Performance, Clergy, Assessment, Effects, Motivation, Reward system, Job satisfaction. Should be written like this: Keywords: Assessment, Clergy, Effects, Job satisfaction, Motivation, Performance, Reward system.	