



SDI Review Form 1.6

Journal Name:	<u>British Journal of Economics, Management & Trade</u>
Manuscript Number:	Ms_BJEMT_22996
Title of the Manuscript:	Determinants of Job Satisfaction as an Imperative for Performance Enhancement in Profit Oriented Firms; A Survey of Dangote Conglomerates Quoted on The Nigeria Stock Exchange Market
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)
Compulsory REVISION comments	The research questions are too normative. The question of job satisfaction in itself is enough. The first question is a miss because job satisfaction is only one determinant among various others on productivity. The study is then heavily biased Job satisfaction has been turned into <i>reward packages, working conditions, management strategies, policies and procedures, leadership which is NOT job satisfaction</i> 2.2 is common knowledge 2.3 is common knowledge and is <i>no more job satisfaction but motivation cf. Table 1.0)</i> Table 3.0 is a result of numerous causes. It is completely impossible to argue that it is job dissatisfaction	→ The Normative connotations and the like have been expunged/removed. → The Biasness has been removed by restricting the questions as appropriate. Ok we have reworked it to ensure that Job Satisfaction retains its relevant meaning in a scheme of things. It has been deleted. It has been deleted. → The numerous variables have been streamlined.



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Minor REVISION comments		
Optional/General comments	<i>What is the value added to knowledge with such a study. A culturalist approach would have perhaps added something</i>	→ (1) The study established that there is a high relationship between Job Satisfaction determinants and productivity enhancement. (2) That with relevant application of determinants will moderate the behaviour of the turnover of the employee as warranted