



SDI FINAL EVALUATION FORM 1.1

PART 1:

Journal Name:	British Journal of Economics, Management & Trade
Manuscript Number:	Ms_BJEMT_25822
Title of the Manuscript:	The influence of rewards on employees performance
Type of Article:	Original Research Article

PART 2:

FINAL EVALUATOR'S comments on revised paper (if any)	Authors' response to final evaluator's comments
1. English quality is very bad. There are severe grammatical and research language mistakes 2. There are many theories of motivation. There is not a single motivation theory is used to support your literature and hypotheses 3. Correlations are very high. There may be two reasons i.e. multicollinearity or same source bias. There is not solution given in it to cope up with both issues. 4. Self developed questionnaires are not verified with factor analysis 5. Reasonable justification for rejected hypothesis is not listed. 6. Reference style is not consistent with a single style.	Comment 1: serious attempt is made to correct grammatical and research language mistakes (wherever possible). Corrections are done to remedy grammar, spelling , capitalization and research language mistakes. All highlighted in Yellow as required. Comment 2: firstly, Motivation theories are used as basic reading for those who are not specialist in the subject of human resources; and the mentioned theories of motivation are not intended to test hypotheses . Secondly, the existence of many theories of motivation has a purpose which is that, trying to get rid of unintended misunderstanding in meaning between the ideas and theories of rewards and that of motivations and the expected links between them. Such misunderstanding may be due to language difficulties and cultural differences. Comment 3: same source bias may be one of the reasons that explains high Correlations. As mentioned in the main body, conclusion and recommendations of the research, bias may has appeared because of two reasons, firstly the study has concentrated on three private miming firms with many limitations regarding sector, size, location demographic factors and so on. Secondly, respondents saw all three types of rewards as important and have strong influence on their performance. Also multicollinearity exists because two or more of the predictors in a regression model are moderately or highly correlated,that is to say rewards of types have strong impact on employees performance Comment 4 : factor analysis is used to produce the correlation matrix and to examine the relations between all included items. Measures indicated convergent and discriminate validity ,as each item was highly correlated with other items predicted to measure the same factor and not with other items. Coefficients table is included to show the significant relations between extrinsic rewards, intrinsic rewards, social rewards , rewards mix and employees' performance Comment 5: justifications for rejected hypothesis are listed after each decision Comment 6: Numbered style is used to ensure consistency as per your valuable comments.