



SDI Review Form 1.6

Journal Name:	Journal of Economics, Management and Trade
Manuscript Number:	Ms_JEMT_36054
Title of the Manuscript:	HETEROGENEITY AND DIFFERENTIATION OF JOB SATISFACTION DETERMINANTS: EVIDENCE FROM PRIVATE UNIVERSITIES IN GHANA
Type of the Article	Original Research Article

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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.

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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	1. The reasons why the author choose the questions to develop the questionnaire should be explained in detail, because this is the basis of the index of the determinants. 2. I doubted that in the equation (3) , why Z and $D \cdot X_j$ are both included? to my understanding, Dummy variables are enough to investigate the differential effect. 3. How can the Table 2 be concluded? The paper should explain. 4. According to Table4, there is no differential effect between male and female(because non-significant), but in 4.5.1, the author discuss the heterogeneity, and I have doubt about this. 5. Analysis in 4.5 has no references to support the author's viewpoints. There is no references of recent three years.	
Minor REVISION comments	1."q" in the formula of index X (1) should be g? 2. In Table 1, the number 556 is inconformity with that in 4.1 (558,524), and 408 plus 116 not equals 556 but 524, the same is 213 plus 311. 3. There is no 4.3 and 4.4, but 4.2 directly to 4.5. 4. There are some language errors in the paper and they should be corrected.	
Optional/General comments		

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