



SDI Review Form 1.6

Journal Name:	Journal of Economics, Management and Trade
Manuscript Number:	Ms_JEMT_42902
Title of the Manuscript:	EQUITY PERCEPTION AND JOB SATISFACTION OF CIVIL SERVANTS IN THE NORTH-EAST NIGERIA: THE MEDIATING ROLE OF SELF-EFFICACY
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>)

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		
Minor REVISION comments	1- Figure 1: Framework of the Study has no words (only empty blocks) 2- The 1st hypothesis needs to be rephrased. The word (lead to) means causal relationship and this is not the case in this article, and if this is what the author means so the statistical analysis should be different. I suggest to change the word to "affect" or "predict". Or just write it like the second hypothesis 3- In limitation you did not include that the nature of the sample (convenient sample) can limit the generalizability of the results.	1. The figure contains all the necessary information required. Please see the manuscript. 2. The 1st hypothesis has been restated as suggested (see line 248) in the main work. 3. Such limitation is included as recommended (see line 668 - 673).
Optional/General comments	The topic is good and relatively new. The overall work is good. The methodology applied is sound and convenient with the article aims.	