

### **Editor's comment :**

This is an interesting paper, and it has something to say on its topic.

Technically, methods appear to be adequately selected and implemented.

This is altogether unimportant, and if the authors feel better with presenting hypotheses later, this is fine.

My comments are different:

- Generally, the paper is not well written. There are many lesser grammar flaws.
- In particular, it would be easier to follow if verbal tenses (past or present tense) followed a logical structure. Everything before the paper was written should be in past tense, everything during the work should be in the present tense, and outlooks should be in the future tense. For example, in l.432 it should be "reports" not "reported" etc. This makes it easier to distinguish "was found" (refers to cited work) from "is found" (is found in the present project).
- What is an un-bias (l.34)?
- In l.53, it should be "belief" not "believe" (the noun).
- In l.112, "This includes" should be deleted, and replaced by a colon (:)
- In l.115, "While," should be replaced by for example "By contrast,"
- No commas should follow the word "that" in lines 151,163,194,237,242,251,255,257,260. This unmotivated comma is an impediment to reading.
- Even the title is incorrect. It is either "in the North-East of Nigeria" or "in north-east Nigeria", as Nigeria does not use an article "the" (which is common only for some countries, such as the Gambia, the Netherlands).
- Hypotheses should never be formulated using "significance", as this is an outcome of a statistical test of a hypothesis. Thus, in l.249 we should have "has an effect on", not "will have a significant effect on" (no future test, it should be always valid), and the same goes for l.263, l.279.

After implementing these minor changes, the paper is ready for publication.

### **Author's feedback :**

- ☐ All the issue of tenses was corrected see line 432.
- ☐ We refer to un-bias as impartial treatment of employees by superiors. However, it seems like the word is not appropriate in that context. Hence, we replaced it with a suitable word see line 34.

- ☐ The word believe was replaced with belief as recommended.
- ☐ This includes was deleted, and replaced by a colon (:) as suggested.
- ☐ The word While was replaced with in contrast, as suggested.
- ☐ All commas that follow the word that were removed to avoid distraction as suggested.
- ☐ The topic has been reframed as suggested.
- ☐ The hypotheses have been reframed as suggested.