



SDI Review Form 1.6

Journal Name:	Journal of Engineering Research and Reports
Manuscript Number:	Ms_JERR_42321
Title of the Manuscript:	Regression Analysis based Effective Manpower Planning Methodology: A Case Study.
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	This article is a very simple one. The author has applied the very simple method of Regression and it is very much used in every book of statistics. The second part of the work of verifying the method with computer method is not clearly explained. Hence in my humble opinion this paper is not fit for publication in your journal.	Thanks for the feedback. The authors have revisited the work, and improve it to adequately present its main objective.
Minor REVISION comments	nil	
Optional/General comments	In the Rule of Thumb ,is the upper limit is excluded? Or included ? Generally it should be excluded! To improve the paper the following suggestions can be used: The manpower recruitment is not only dependent on student strength it is dependent on so many other factors such as salary and financial condition of the institution if it is a private one, Ranking or the demand of the institution, restricted decision of the management etc. So it is advisable to use Multiple regression models or any other advanced models of regression.	The work mainly concerns manpower determination towards meeting the staff-students ratio (SSR) as stipulated by the National Universities Commission (NUC). As a public institution, the objective is to plan for manpower requirement in order to meet NUC recommendation regarding SSR. The article has been properly revised to make the objective and the entire work more comprehensive.