

Review Form 3

Journal Name:	Asian Research Journal of Arts & Social Sciences
Manuscript Number:	Ms_ARJASS_130103
Title of the Manuscript:	Impact of Training and Development on Employee Performance in the Telecommunication sectors in Afghanistan
Type of the Article	

PART 1: Comments

	Reviewer's comment	Author's Feedback <i>(Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)</i>
Please write a few sentences regarding the importance of this manuscript for the scientific community. A minimum of 3-4 sentences may be required for this part.	The results can provide the benefits for the telecommunications sectors in Afghanistan to put more emphasis on training and development to enhance employee performance. The training and development is implemented in the telecommunication companies to achieve competitive advantage through the excellent employee performance. Moreover, the responsible persons of the telecommunications sectors in Afghanistan can implement training and development as a tool to achieve the higher performance level of employees.	Thank you for your comments.
Is the title of the article suitable? (If not please suggest an alternative title)	Yes, the title is suitable to meet the objective of the study.	Noted.
Is the abstract of the article comprehensive? Do you suggest the addition (or deletion) of some points in this section? Please write your suggestions here.	In abstract, it is better to describe the specific sampling technique to select the employees from the telecommunications sectors. In the last part of abstract, the recommendation should be clearly discussed to understand the findings.	Thank you for your valuable suggestions.
Is the manuscript scientifically, correct? Please write here.	In research methodology, the target population should be described because the study used random sampling technique. The training programs implemented by the telecommunications sectors should be discussed briefly. In discussion, as one part, the suggestions and recommendations should be discussed clearly for the telecommunications sectors.	Thank you for your suggestions.
Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.	The references are sufficient but it is better to use the research papers after 2020 as citation.	Noted.
Is the language/English quality of the article suitable for scholarly communications?	It is suitable for scholarly communications. Typo errors and grammatical issues shall receive more attention.	Noted.
<u>Optional/General</u> comments	At the end of the introduction, the reasons should be given why these four telecommunication sectors in Afghanistan were selected in this study. The limitations of the study should be discussed in conclusion to fulfil the gap by further research.	Noted.

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PART 2:

	Reviewer's comment	Author's comment <i>(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)</i>
Are there ethical issues in this manuscript?	<i>(If yes, Kindly please write down the ethical issues here in details)</i>	