

ReviewForm3

JournalName:	AsianResearchJournalofArts&SocialSciences
ManuscriptNumber:	Ms_ARJASS_130103
TitleoftheManuscript:	ImpactofTrainingandDevelopmentonEmployeePerformance intheTelecommunicationsectorsinAfghanistan
Type oftheArticle	

PART 1: Comments

	Reviewer'scomment	Author'sFeedback(Pleasecorrectthemanuscript andhighlight thatpart inthemanuscript.Itismandatory that authorsshouldwritehis/herfeedback here)
Pleasewriteafewsentencesregardingthe importance ofthismanuscriptforthescientificcommunity.A minimumof3-4sentencesmayberequired forthis part.	Employeesareplayingthemajorroleinanyorganization,astheyaretheassetsofthe company,thusthe company'ssuccessdependingontheemployees'activenessandtheirperformance.Asitisobviousthat the companyortheorganizationmustinveston effectivetrainingontheir employeesinordertogrowupthe jobperformance.TheHumanResourceManagementistheresearch area,whichconductedmanyresearch andsurveysespeciallyonthefactorsoftraininganddevelopingprogramsonEmployeesperformance.	Thank you for your feedback.
Isthetitleofthe articlesuitable? (Ifnotpleasesuggestanalternativetitle)	ok	Thank you.
Istheabstractofthearticlecomprehensive?Doyou suggesttheaddition(ordeletion)ofsomepointsinthe s section?Pleasewriteyoursuggestionshere.	Thisstudyaimed to determinethe impactoftraininganddevelopmenton employeeperformanceinthe telecommunicationssectorsinAfghanistan.Traininganddevelopme ntare importantinenhancing employeeperformanceinthe telecommunicationssector.Thetelecommunicationssectorisadynamic sectorcharacterizedbycontinuous technologicaladvancement.Theskillsand capabilitiesofemployees are improvedthroughtrainingprogramsthatkeepthem updatedwithemergingtrends,techniques andtechnologies.Thisenablesthemtoworkmoreproductivelyandsuccessfully.Thisstudyused qualitativeandquantitativeresearch techniques,withasamplesizeof316employeesfrom different managementlevels inthe telecommunicationssectorsinAfghanistan.The data wascollected througha structuredquestionnaire,whichusedSPSSversion25foranalysis.Thestudyalsouseddescriptive, correlationalandregressionanalysistoanalyzethe collecteddata. The importantresultshowedthat traininganddevelopmentpositivelyaffectsemployeeperformance.Itrecommendedthatthetrainin g anddevelopmentprogramshouldbecontinuousforemployees,notjustforsomespecifictime.	Thank you for your valuable comments.
Isthemanuscriptscientifically,correct?Pleasewri te here.	yes	Thank you.
Arethereferencesufficient andrecent?Ifyouhave suggestionsofadditional references,pleasemention theminthe reviewform.	NeedReferencesmodern2010-2024	Noted.
Isthe language/Englishqualityofthearticlesuitable forscholarly communications?	Needproofreading	Noted.

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Optional/General comments		
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PART 2:

	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)
Are there ethical issues in this manuscript?	<u>(If yes, Kindly please write down the ethical issues here in details)</u>	