

ReviewForm3

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

PART 1: Comments

	Reviewer's comment	Author's Feedback (Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)
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.	Employees are playing the major role in any organization, as they are the asset of the company, thus the company's success depends on the employees' activeness and their performance. As it is obvious that the company or the organization must invest on effective training on their employees in order to grow up the job performance. The Human Resource Management is the research area, which conducted many research and surveys especially on the factors of training and developing program on Employees performance.	
Is the title of the article suitable? (If not please suggest an alternative title)	ok	
Is the abstract of the article comprehensive? Do you suggest the addition (or deletion) of some points in the abstract section? Please write your suggestions here.	This study aimed to determine the impact of training and development on employee performance in the telecommunication sectors in Afghanistan. Training and development are important in enhancing employee performance in the telecommunication sector. The telecommunication sector is a dynamic sector characterized by continuous technological advancement. The skills and capabilities of employees are improved through training programs that keep them updated with emerging trends, techniques and technologies. This enables them to work more productively and successfully. This study used qualitative and quantitative research techniques, with a sample size of 316 employees from different management levels in the telecommunication sectors in Afghanistan. The data was collected through a structured questionnaire, which used SPSS version 25 for analysis. The study also used descriptive, correlational and regression analysis to analyze the collected data. The important result showed that training and development positively affect employee performance. It is recommended that the training and development program should be continuous for employees, not just for some specific time.	
Is the manuscript scientifically correct? Please write here.	yes	
Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the	Need References modern 2010-2024	
Is the language/English quality of the article suitable for scholarly communications?	Need proofreading	
<u>Optional/General</u> comments		

ReviewForm3

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>	

Reviewer Details:

Name:	Haron Ismail Al-Lawama
Department, University & Country	UMT, Jordan