

Review Form 3

Journal Name:	Asian Research Journal of Arts & Social Sciences
Manuscript Number:	Ms_ARJASS_131224
Title of the Manuscript:	FACTORS AFFECTING JOB SATISFACTION AMONG PUBLIC PRIMARY SCHOOL TEACHERS IN TANZANIA: A CASE OF MERU DISTRICT COUNCIL ARUSHA
Type of the Article	

PART 1: Comments

	Reviewer's comment Artificial Intelligence (AI) generated or assisted review comments are strictly prohibited during peer review.	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.	This manuscript is quite a good contribution to the scientific community, especially in the field of educational management and human resource management, especially teachers. This study provides an understanding related to factors that can affect teacher satisfaction and improve teacher performance because this study describes factors of teacher performance satisfaction in Tanzania, of course the results of this study can be a basis that can be used to improve welfare by making policies related to teachers and the education sector so that in managing education it is more appropriate and in accordance with the results of research in various countries.	
Is the title of the article suitable? (If not please suggest an alternative title)	Regarding this title, it is quite clear, so there is no need to add or reduce anything from the title.	
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 the abstract section of this study, it has clearly described the purpose of the research, the method used and the results or findings in this article, looking at the abstract structure related to this article is quite good but can be strengthened by adding a little more related to the implications and findings of the study. Because in the abstract it has been explained that teachers are satisfied with their work but it is not explained how this satisfaction can have an impact on the rules or policies of education in Tanzania, it should be added about it. In the introduction, in general, it is quite good and has included quite relevant sources but it should be strengthened by providing a more specific context related to the Tanzanian government's policy on teacher welfare. Because in the introduction this study discusses the factors of teacher job satisfaction but there is not enough depth when discussing it in the local context of Tanzania because in Tanzania it focuses more on research justification. The method used in this study has met the research rules where this study uses Slovin's theory with a systematic quantitative approach, but it is better if it is explained specifically regarding how the interviews are analyzed and how the approach is. In terms of the results and discussion, this study has shown results in accordance with the results of research in the field, but in the discussion section it should be able to be more in-depth by comparing the results of this study with previous research more critically, the comparison made should be done with an equivalent comparison, for example comparing the results of this study with the results of research in other countries that have almost similar economic conditions and education systems and should provide recommendations that can be applied in education policies in Tanzania so that it will add to the academic values of this study.	
Is the manuscript scientifically, correct? Please write here.	Scientifically, this research has used a fairly clear methodology so that in carrying out the research, it will certainly obtain real and appropriate data, and the results that have been expressed certainly have scientific data validity because the method used is also scientific.	
Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.	Regarding the references used, there are quite a lot and they are in accordance with the discussion being researched, so when you want to add references, please add references from international journal literature which of course discusses teacher job satisfaction.	

Review Form 3

Is the language/English quality of the article suitable for scholarly communications?	The quality of the language used is good enough for the scientific community, but it can be related to grammatical errors or the use of academic terms, perhaps this is not so visible in this article.	
Optional/General comments	Regarding ethics in writing this manuscript, there are no ethical violations in writing because this writing is quite appropriate to the context without violating ethics. Regarding competing interests in the results of this research, it is not shown that the results of this research were engineered for any interest, but the data listed is real data obtained using the research methods listed.	

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?	(If yes, Kindly please write down the ethical issues here in details)	

Reviewer Details:

Name:	Ahmad Mukhlisin
Department, University & Country	Universitas Dharmawansa, Indonesia