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| |  | | --- | | **Editor’s Comment:**  Please find the attached review report and the manuscript 2024/AJPAS/124175 is accepted for the possible publication with some minor corrections as suggested by refrees.. | |

"Statistical Modelling of Staff Survival Time in Service at Chuka University" is a manuscript that tackles a significant problem: staff attrition in universities. This is a topic that is relevant worldwide, particularly when considering public institutions that are experiencing financial restrictions. By modeling the factors influencing staff survival time using survival analysis, this work makes a substantial contribution to the discipline. The work is valuable, in my opinion, because it makes use of rigorous statistical techniques such the Weibull AFT models, Cox Proportional Hazard, and Kaplan-Meier estimator to produce solid results that can guide staff retention policy at universities.

The abstract is comprehensive though the sentences need to explicit and informative

The study highlights reasons for the attrition and retention of staff in the public Universities which provides the stakeholders with an insight for stop gap measures. Its capturing a real problem today.

But none of the Tables is referenced in the discussions especially under Results and Discussions

The write up of the manuscript is not good. Some of my comments are:

1. No discussion
2. Assumption of Cox proportional hazard model is not checked.
3. Reason of selecting Weibull AFT is not mentioned.
4. Comparison of Cox proportional hazard model and Weibull AFT is not correct.
5. If assumption of Cox proportional hazard model is failed possible to use AFT model. Unless otherwise simply comparison of Cox proportional hazard model with AFT model is not correct.
6. According to this study what is the staff survival time at Chuka University? I couldn’t get from you result.

**Editor’s Details:**

Dr. S. M. Aqil Burney

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