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| Journal Name: | [**Asian Journal of Economics, Business and Accounting**](https://journalajeba.com/index.php/AJEBA) |
| Manuscript Number: | **Ms\_AJEBA\_143983** |
| Title of the Manuscript:  | **Succession Planning Strategies and Organizational Performance in the Public Sector: A Case of Kitui County Government, Kenya** |
| Type of the Article | **Original Research Article** |

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| PART 1: Comments |
|  | Reviewer’s comment**Artificial Intelligence (AI) generated or assisted review comments are strictly prohibited during peer review.** | **Author’s Feedback** (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.** | The study is particularly important because succession planning in the public sector is underexplored, especially in African contexts. It provides much-needed evidence from Kenya, with potential implications for broader policy, HR practices, and governance in developing economies. The focus on knowledge transfer as a succession strategy also adds practical value to both scholars and policymakers. |  |
| **Is the title of the article suitable?****(If not please suggest an alternative title)** | The title is suitable and clearly reflects the content of the study. |  |
| 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. | The abstract covers objectives, methodology, and findings, but it is not as polished as it could be. Some of the issues is see are grammatical errors (“ais gaining popularity” instead of “is gaining popularity”), lack of clarity in the design section (“a correlational research design Succession planning was employed”). The limitations was also not discussed. I would suggest a revision of language, tighten the methodology explanation, and briefly mention implications and limitations to give a fuller picture. |  |
| Is the manuscript scientifically, correct? Please write here. | The manuscript is scientifically grounded and employs appropriate methodology (correlational design, regression, descriptive and inferential statistics). The use of both qualitative (interviews) and quantitative methods strengthens validity. |  |
| **Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.** | The manuscript has an extensive reference list, many of which are recent (2020–2024). However, there are repeated references (e.g., Hosseini et al., 2018 listed twice). Also, some citations are incomplete or not properly formatted. |  |
| Is the language/English quality of the article suitable for scholarly communications? | The English is mostly understandable but inconsistent in quality. The writing should be professionally edited to avoid grammatical errors, and typographical mistakes (“Ther is declining trends,” “lees than the 0.05 threshold”). |  |
| Optional/General comments | * The introduction is rich but overly long; it reads more like a literature review than a clear framing of the research problem. It could be shortened and focused on the Kenyan context.
* The results section is detailed, but tables are crowded with information. Simplifying presentation and aligning them more tightly with the research question would improve readability.
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| **PART 2:**  |
|  | Reviewer’s comment | **Author’s Feedback** (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 detail)* |  |

**Reviewer details:**

**Wande Kaope Elugbaju, Ashland University, United States**