



SDI Review Form 1.6

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Manuscript Number:	Ms_JESBS_51346
Title of the Manuscript:	Industrial Organizational Psychology Practices and Organizational Competitiveness
Type of the Article	Original Research Article

General guideline for Peer Review process:

This journal's peer review policy states that **NO** manuscript should be rejected only on the basis of '**lack of Novelty**', provided the manuscript is scientifically robust and technically sound. To know the complete guideline for Peer Review process, reviewers are requested to visit this link:

(<http://www.sciencedomain.org/page.php?id=sdi-general-editorial-policy#Peer-Review-Guideline>)



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PART 1: Review Comments

	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)															
Compulsory REVISION comments	<p>The study is suggested to explain the conceptual framework. It is required to explain how these variables identified.</p> <p>The study is suggested to explain the content of the questionnaire. How do you measure variables? Were they Likert Scale items?</p> <p>Explain the operationalization of the variables used in this study.</p> <p>In abstract, the study mentioned that it used qualitative data. Where was the explanation of qualitative approach?</p> <p>Did the study measure multicollinearity issue?</p> <p>Conclusion section needs to discuss with prior literature</p>	<p>Explanation for Conceptual framework The diagram provided below shows the relationship between industrial organizational psychology practices and organizational competitiveness. The independent variable which in this case is the predictor of change in the dependent is the industrial organizational psychology practices. This variable is operationalized as; talent management, work-life programs, work diversity and globalization whilst, the dependent variable (organizational competitiveness) as; efficiency, effectiveness and timeliness. It is assumed in the diagram below that any unit change in the independent variable, predicts a change in the dependent. Pg 8</p> <p>Measuring of Variables (Likert Scale) <table><thead><tr><th>Mean range</th><th>Response range</th><th>Interpretation</th></tr></thead><tbody><tr><td>3.26-4.00</td><td>Strongly agree</td><td>Very high</td></tr><tr><td>2.51-3.25</td><td>Agree</td><td>High</td></tr><tr><td>1.76-2.50</td><td>Disagree</td><td>Low</td></tr><tr><td>1.00-1.75</td><td>Strongly disagree</td><td>Very low</td></tr></tbody></table></p> <p>Pg 10 Qualitative Approach Explanation The qualitative data collected were also coded and grouped according to research items and emerging themes or partners. Qualitative analysis was carried out through thematic and discursive methods.</p> <p>Pg 10 Cross-referencing Research interviews equally supported this finding as majority of the key informants agreed that organizational psychology has for many years supported human resource development at all levels in Kenya Power Industry. One may argue that, these key informants are biased because of the positions they hold in this company, however, other earlier studies seem to suggest the same thing. For example, Kossek (2014) established that human capital development is deeply rooted in the organizational psychology of a firm. Companies need to take time to understand this and nurture their employees in a manner that best fit their organizational cultural practices. In the same line Chew (2015) confirms that, career growth and development are byproducts of a competitive organizational culture. Competition reduces when the guiding culture is weak and poor (Chew, 2015). .. pg13</p> <p>In addition, the product development and innovation has registered improvements over the period due to the resultant collaboration in the organization. Inter-department communication has also been enhanced due to the specific meetings on the organization strategy evaluation and</p>	Mean range	Response range	Interpretation	3.26-4.00	Strongly agree	Very high	2.51-3.25	Agree	High	1.76-2.50	Disagree	Low	1.00-1.75	Strongly disagree	Very low
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		adjustment review and this has resulted to increased rate of strategy implementation. This sounds great in the ears of an investor rather different to some stakeholders; for example, interviews revealed that, product development has not registered any kind of improvements as claimed by some respondents. The company has been providing same products, same quality if not compromised, using same knowledge base for many years. This observation is consistent with the provincial governor's comments dated 5 th April 2018 "total overhaul of Kenya Power is urgently needed as most employees seem rusty. One can argue that the provincial governor is political and his statement is sentimental at the same time, as one observer notes, "waste no time with politicians and their political statements, they hold nothing reasonable." Pg 14
Minor REVISION comments	Refer the comments given in the manuscript.	
Optional/General comments		

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>	