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Journal Name:	Journal of Education, Society and Behavioural Science
Manuscript Number:	**Ms_JESBS_34963**
Title of the Manuscript:	**PERCEPTIONS OF TEACHERS TOWARDS THE USE OF HUMAN CAPITAL MANAGEMENT INFORMATION SYSTEM (LAWSON) IN PAYROLL MANAGEMENT OF PUBLIC SECONDARY SCHOOLS IN TANZANIA**
Type of the 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		
Minor REVISION comments	Own considerations: Every MANAGEMENT INFORMATION SYSTEM (M.I.S) has a number of components and features on which is based; The paper should clearly state what components and functions of an MIS with the applicability in human resources are used in this paper (in the survey); The Lawson system is a very complex and wide one. I understand that the system is not entirely used but a part of ! So, this part should be described theoretically more clearly!	We, understanding that M.I.S has a number of components and the one we have used (Human Capital Management Information System –HCMIS) is among the type of Lawson. In Tanzania, we are using Lawson 9.0 which has been customized to fit in our environment. In Tanzania, many people (general public) use the word Lawson to mean HCMIS. Therefore our environment and culture necessitated the use of the word Lawson through HCMIS is what we are really focusing on.
Optional/General comments		