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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	**Research Paper**

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	**I understand that it is a satisfaction survey. So, try to categorise the question in the questionnaire that a dependent variable (which implies question relating to satisfaction) and independent variables (which influence the satisfaction). Then develop a regression model (preferably logit regression) which shows the relationship between dependent variable and independent variable.** **Develop Hypothesis in this study. If it is exploratory analysis, hypothesis is not required. This study is an exploratory one, then states it as an exploratory analysis and explains how it is going to be an exploratory.** **Refine the conclusions based on the above recommendations.**	This study is an exploratory one. In exploratory studies the qualitative techniques are the dominant methodology. Hence, we cannot use inferential statistics in this study. We understand that that if we were interested on the influence/effect of independent variable on dependent vasriables or vice versa, the logit/multiple regression analysis and other comparative inferential tests like t-test, ANOVA, MANOVA and correlation coefficient would be important. Therefore, we cannot develop any null or alternative hypothesis in this study.
Minor REVISION comments		
Optional/General comments		