SDI FINAL EVALUATION FORM 1.1

PART 1:

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 Article:	**Original Research Article**

PART 2:

FINAL EVALUATOR'S comments on revised paper (if any)	**Authors' response to final evaluator's comments**
The authors mentioned that This study is an exploratory one. So, it is recommended to do exploratory factor analysis. So, the researchers are able to identify the factors influencing the problem. If they are interested to identify the factors, the can do exploratory factor analysis. (The steps are described in the text book Marketing Research by Naresh Malhotra).	Usually, exploratory research provides greater understanding of a concept or crystallizes a problem. Exploratory research is initial research conducted to clarify and define the nature of a problem. In addition, it aims at diagnosis of a situation, screening of alternatives or discovers new ideas (Darlington, 2004). Moreover, Exploratory Factor Analysis attempts to bring intercorrelated variables together under more general, underlying variables. More specifically, the goal of factor analysis is to reduce "the dimensionality of the original space and to give an interpretation to the new space, spanned by a reduced number of new dimensions which are supposed to underlie the old ones" (Rietveld & Van Hout 1993). The current study explored the perceptions of employees' in public sector and what were reported are the perceptions that provides a greater understanding of employees on the use of Lawson in Tanzania. The study and researchers were not interested on identifying the leading variables among other variables. Studies that are interested on explorations of experiences of people (views/perceptions) should present each individual experiences as a unique feeling for understanding a nature and culture in that particular scenario. Therefore, Authors find **NO Reasons** to change this part.