



SDI Review Form 1.5

PART A:

Journal Name:	British Journal of Economics, Management & Trade
Manuscript Number:	MS: 2012/BJEMT/1326
Title of the Manuscript:	<i>Antecedents and consequences of employee turnover: Empirical evidence from Pakistan</i>
Manuscript received on (Date)	
Review comment submitted (Date)	



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PART B: Review Comments

	Reviewer's comment	Author's comment (if agreed with reviewer, correct the manuscript and highlight that part and write here 'Corrected'/ if not agreed, give suitable justifications)
General comment:	The article is readable and publishable.	
Specific comments:		
Title and abstract	Acceptable	
Introduction	The author need to establish the need to conduct the research in Pakistan in terms of how research done in Pakistan will enrich knowledge about the interrelationships between HRM practices, culture, boss attitude and turnover intention.	'Corrected' Introduction section has been revised to justify the need of the investigation undertaken in context of Pakistan. The section highlights the contributions to the fields of cross-cultural management, HRM and organisational behaviour.
Review of literature (Heading may differ in the case of review paper)	How does the author knows that previous has not investigated the interrelationships between HRM practices, culture, boss attitude and turnover intention? Please cite previous studies.	'Corrected' The introduction and literature review extensively revised and focused on argument that previous research has missed out to investigate the interrelationship of HRM, organisation culture, boss attitude and employee quitting especially in context of Pakistan.
Materials & methods (Heading may differ in the case of review paper)	Need to disclose the industries surveyed, the sampling method and examples of questions asked.	'Corrected' Methodology section revised and industries surveyed have been indicated.
Results & discussion (Heading may differ in the case of review paper)	A separate section on the interrelationships between HRM practices, culture, boss attitude and turnover intention need to be created as this is the main research question of the study.	'Corrected' This is an exploratory phase of the study as a result interrelationship among variables based empirical evidence gathered is explained and need of more rigorous and quantitative study with sophisticated application of SEM/AMOS/Smart PLS has been



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		emphasized in Limitation of the study section.
Conclusion	Without conducting quantitative analysis, the conclusions is superficial, ie. the author cannot claim there is interrelationships between the concepts from purely an exploratory study. Please make claims which you have proved in your study.	'Corrected' This is an exploratory study and no substantive conclusions have been made as a result more rigorous and quantitative study with sophisticated application of SEM/AMOS/Smart PLS is required to test the hypothetical relationships in the conceptual framework.
References	OK.	