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Journal Name:	British Journal of Economics, Management & Trade
Manuscript Number:	2014_BJEMT_13165
Title of the Manuscript:	The Moderating Effect of Employment Opportunity on the Relationship between Job Satisfaction and Intention to Quit: The Perception of the IT Outsourcing Professionals in China
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.

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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	1. Many typo and spelling issues...Should be run through Spell Check or have an English Teacher read and comment... 2. Does not follow 6th ed. Of APA manual guidelines for formatting a research paper... 3. The paper spends a lot of time on Out Sourcing but the title never reflects anything about Out Sourcing...that is what this paper seems to be about...Employment Opportunities, Job Satisfaction and Intention to Quit Based on Out sourcing.... 4. Would Chi Square analysis be a better statistical tool for Table 2	1. Thanks for your comment. The manuscript was checked again by spell checking function in word-processor and the authors have proof-read it again in order to enhance its quality. 2. Formatted the paper especially the references according to APA format. 3. The research paper actually studied the employment issues in IT outsourcing industry in China which also has been mentioned in the title. But the authors agreed with the comment that the focus should not be too much on outsourcing. So the paper is revised by reducing extent of descriptions in outsourcing industry in China and keep the manuscript having more focus on the study of the constructs.



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	COMMENTS: Very good empirical based research paper....address the points above and it is approved...	Thanks for your comments. The comments addressed above has been considered and revised.
<u>Minor</u> REVISION comments		
<u>Optional/General</u> comments		