



SDI Review Form 1.6

Journal Name:	British Journal of Economics, Management & Trade
Manuscript Number:	2014_BJEMT_10056
Title of the Manuscript:	The Effects of Diagnostic and Interactive Performance Measurement Systems on Organisational Commitment and Job Satisfaction: The Perception of Information and Communication Technology Practitioners in Hong Kong
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.

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>)



SDI Review Form 1.6

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	The study is of interest to the international business and academic readership, however it has a few issues that require proper addressing before it can be published. See my specific comments herein: 1. Abstract and Introduction: there is very little theory mentioned and provided to frame this study. While the practical benefits of the study are made fairly clear it lack theoretical basis that should be clearly presented in the introduction and literature review and at least mentioned in the abstract. 2. Too much focus is put on the HK business and IT setting. Add the global perspective – in both the introduction and literature review – to make it "speak" to the international reader. 3. When reviewing the literature on commitment mention the classics, e.g.: Wiener and Kanter come to mind, and there are others.	1. Theories adapted in this research are added to Abstract. A description is added to Introduction to reflect the significance of this research with theories supported. 2. Descriptions are added to Literature Review to show global consideration of the constructs of this research. 3. Besides the research by Wiener and Kanter as suggested by reviewer are added to literature review, the research by Becker, Porter et al., Stevens, Beyer & Trice, and Lin are added with a new title "Development of Organizational Development" in order to widen the perspectives in this area.
Minor REVISION comments	1. I would integrate sections 2/1/1 through 2/1/3. 2. Sample and data collection section can be	1. The authors agreed with the comments and integrated the three parts together.



SDI Review Form 1.6

	integrated. 3. Consider moving the questionnaire items to an appendix at the end of the manuscript leaving in the instrument section a brief description of each scale and its tested reliability coefficients. 4. I wonder why the authors chose to design their own measures of commitment and satisfaction when there are many existing validated measures that would have saved them the entire construct validation through factor analysis procedure and would help relate the results to other studies worldwide. The authors need to explain this choice and defend it. 5. In the results there is no need for EFAs. CFAs are required. The CFAs should be reported briefly with only the most pertinent information provided. As it stands the information is made redundant. The figures should feature the variable names so they can be read and understood by the reader. Paths should carry the standardized coefficients. Goodness of fit indices should include: chi-square, GFI and equivalents and RMSEA. The regression weights carry little meaning for the purpose of this study and can be dropped.	2. Sample and data collection are integrated. 3. The authors think that keeping the measurement items in section 3 is much clearer. 4. The authors did not design our own set of measures. The descriptions in section 3 clearly stated that the measurement items were adapted from existing validated measures. Although the measurements items were adapted from existing measures with high validity and reliability, the authors had conducted validity and reliability test to enhance the quality of the research. But the authors agreed that it is necessary to explain and defend the reasons of doing these, so descriptions in explaining and defending those tests are added 5. The EFA and CFA were used in order to enhance the quality of the data. The authors agreed to keep them in the manuscript. But the author agreed that it is not necessary to show too much information about the analysis of the measurement items, so from Figure 2 to Figure 6 are deleted from the manuscript. Since the figures are deleted, so it is not necessary to revise the variable names inside the figure. Also because of the deletion of the figures, the authors prefer to keep the tables and descriptions of Model Fit of the constructs in order to provide sufficient information for reader. 6. The Figure 1 Research Model is redrawn to
--	---	---



SDI Review Form 1.6

	6. The main analysis of the hypotheses testing model is kept in the shadow of all the validation analyses. It should be emphasized. The model as it appears in the text does not fit the full hypotheses structure: it should be corrected to fit the hypotheses. If the hypothesized model did not fit the data and another model is presented as an empirical model it should be clearly noted.	better presenting the studies of this research. The new Figure 2 is redrawn to best fit the data and the research model.
<u>Optional/General</u> comments	After addressing the above comment I believe the manuscript can be a good contribution to your journal. Could be. The authors did not elaborate on how anonymity was maintained. Did the companies involved provide consent? Clarification is required.	After addressing the above comments in adding more theories to support the research, the manuscript can be a good contribution to the journal. The authors agreed with the comments and descriptions about informed consent are added into the manuscript.