



**SDI FINAL EVALUATION FORM 1.1**

**PART 1:**

Journal Name:	<a href="#">British Journal of Economics, Management &amp; Trade</a>
Manuscript Number:	2013_BJEMT_6311
Title of the Manuscript:	HR Competencies: Understanding the Impact on HR and Organizational Performance in Saudi Arabia

**PART 2:**

FINAL EVALUATOR'S comments on revised paper (if any)	Authors' response to final evaluator's comments
<p>1. The abstract should include three parts, problem definition, methodology, and contribution. But the author seems not follow an academic type to write.</p> <p>2. The keywords are also lacked in manuscript.</p> <p>3. The definition of HR Competencies, HR, and Organizational Performance should define clearly in Literature in order to evaluate each dimension in empirical study.</p> <p>4. Too many syntax errors are found in this manuscript.</p> <p>5. The methodology is poor to identify the empirical study. Furthermore the manuscript should describe the research framework in order to test the significance for each hypothesis. But we can't find the clear questions for discussion.</p> <p>6. The whole structure of writing did not meet the basic academic format. The author should read several published paper in BJEMT.</p>	<p>1. The abstract was revised to address this issue and now include the three parts as requested. Please see lines 6 - 23.</p> <p>2. Keywords are listed on lines 25 and 26 under the abstract.</p> <p>3. Added definitions:</p> <ul style="list-style-type: none"> <li>• HR Competencies is defined on lines 64 - 67</li> <li>• HR is defined from 68-75</li> <li>• Organizational performance is described on lines 76-81</li> </ul> <p>4. Paper was reviewed to eliminate syntax errors.</p> <p>5. Methodology - Given this is the first study of this nature in Saudi Arabia where HR competencies are examined, we did not create hypotheses. Instead, and quite legitimate, we did a survey among the HR professionals to gather what practices and competencies exist today. From this paper, we can build to create other research projects to which those will test specific hypotheses. It would be our intent to publish the other papers in your journal.</p>