Corresponding Author: Latif Hamid

Peer review:

Reviewer 1: Elia Pizzolitto
University G. D'Annunzio-Chieti-Pescara, Italy

Reviewer 2: Nirmal Kumar Betchoo
University of Mascareignes, Mauritius

Reviewer 3: Blinded

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*

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- ○ No

You approve, this review report is available in the "review history" of the paper:

*

- ⦿ Yes
- ○ No

The TITLE is clear and it is adequate to the content of the article.

*

(Please insert your comments)

```
yes
```

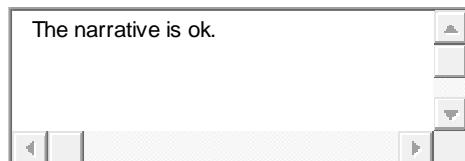**The ABSTRACT clearly presents objects, methods, and results.**

*

(Please insert your comments)

The abstract explains in a complete way the objects of the study. Nevertheless, it does not indicate methods and results of the study. I suggest to complete the abstract, reducing the initial part and including something about methods and results.

There are a few grammatical errors and spelling mistakes in this article.

(Please insert your comments)

The narrative is ok.

The study METHODS are explained clearly.

*

(Please insert your comments)

I couldn't find any section for the methods. I suggest to include a section in which methods are explain in detail.

The body of the paper is clear and does not contain errors.

*

(Please insert your comments)

yes

The CONCLUSION or summary is accurate and supported by the content.

*

(Please insert your comments)

Conclusion are complete and detailed. The section is ok.

The list of REFERENCES is comprehensive and appropriate.

*

Each in-text citation has to be included in the list of references and vice versa.

(Please insert your comments)

The list of references is adequate for a historical article.

Please rate the TITLE of this paper.

[Poor] **1-5** [Excellent]

*

- ○ 1
- ○ 2
- ◉ 3
- ○ 4
- ○ 5

Please rate the ABSTRACT of this paper.

[Poor] **1-5** [Excellent]

*

- ○ 1
- ◉ 2
- ○ 3
- ○ 4
- ○ 5

Please rate the LANGUAGE of this paper.

[Poor] **1-5** [Excellent]

*

- ○ 1
- ○ 2
- ○ 3
- ◉ 4
- ○ 5

Please rate the METHODS of this paper.

[Poor] **1-5** [Excellent]

*

- ⦿ 1
- ○ 2
- ○ 3
- ○ 4
- ○ 5

Please rate the BODY of this paper.

[Poor] **1-5** [Excellent]

*

- ○ 1
- ○ 2
- ○ 3
- ○ 4
- ⦿ 5

Please rate the CONCLUSION of this paper.

[Poor] **1-5** [Excellent]

*

- ○ 1
- ○ 2
- ○ 3
- ⦿ 4
- ○ 5

Please rate the REFERENCES of this paper.

[Poor] **1-5** [Excellent]

*
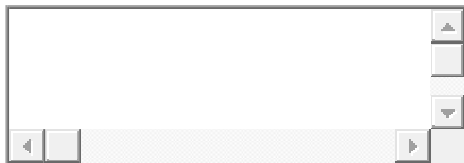
- ○ 1

- ○ 2
- ○ 3
- ○ 4
- ◉ 5

Overall Recommendation!!!

*****

- ○ Accepted, no revision needed
- ◉ Accepted, minor revision needed
- ○ Return for major revision and resubmission
- ○ Reject

Comments and Suggestions to the Author(s):

Comments and Suggestions to the Editors Only:

Good morning dear colleague, it was a pleasure for me to manage this revision. It is a good article, but it lacks of methodology section. Therefore I suggested to the authors to dedicate a new section for their methodological approach.

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*

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- ⦿ Yes
- ○ No

You approve, your name as a reviewer of this paper, is available in the "review history" of the paper:

*

- ⦿ Yes
- ○ No

You approve, this review report is available in the "review history" of the paper:

*

- ⦿ Yes
- ○ No

The TITLE is clear and it is adequate to the content of the article.

*

(Please insert your comments)

```
It is more of a theoretical
evidence of HRM.
```

The ABSTRACT clearly presents objects, methods, and results.

*

(Please insert your comments)

```
Okay.
Citations must not be used in the abstract.
```

There are a few grammatical errors and spelling mistakes in this article.

(Please insert your comments)

```
ok
```

The study METHODS are explained clearly.

*

(Please insert your comments)

```
Basically descriptive analysis.
```

The body of the paper is clear and does not contain errors.

*

(Please insert your comments)

```
Generally good.
```

The CONCLUSION or summary is accurate and supported by the content.

*

(Please insert your comments)

```
Quite good.
```

The list of REFERENCES is comprehensive and appropriate.

*

Each in-text citation has to be included in the list of references and vice versa.

(Please insert your comments)

```
ok
```

Please rate the TITLE of this paper.

[Poor] **1-5** [Excellent]

*

- ○ 1
- ○ 2
- ● 3
- ○ 4
- ○ 5

Please rate the ABSTRACT of this paper.

[Poor] **1-5** [Excellent]

*

- ○ 1
- ● 2
- ○ 3
- ○ 4
- ○ 5

Please rate the LANGUAGE of this paper.

[Poor] **1-5** [Excellent]

*

- ◉ 1
- ○ 2
- ○ 3
- ○ 4
- ○ 5

Please rate the METHODS of this paper.

[Poor] **1-5** [Excellent]

*

- ○ 1
- ○ 2
- ◉ 3
- ○ 4
- ○ 5

Please rate the BODY of this paper.

[Poor] **1-5** [Excellent]

*

- ○ 1
- ◉ 2
- ○ 3
- ○ 4
- ○ 5

Please rate the CONCLUSION of this paper.

[Poor] **1-5** [Excellent]

*

- ○ 1
- ◉ 2
- ○ 3
- ○ 4

- ⊙ 5

Please rate the REFERENCES of this paper.

[Poor] **1-5** [Excellent]

*

- ⊙ 1
- ○ 2
- ○ 3
- ○ 4
- ○ 5

Overall Recommendation!!!

*

- ○ Accepted, no revision needed
- ○ Accepted, minor revision needed
- ⊙ Return for major revision and resubmission
- ○ Reject

Comments and Suggestions to the Author(s):

I have just seen from a quick perspective. This looks more like a book chapter and not a research article.
Please keep up to 7000 words. There looks an additional 4000 words.
Focus more on Morocco and the practice of HRM.
References are up to 120 while some 30-40 are enough for 7000 words.
Please readjust accordingly for a next review.
CHERS AUTEURS:

Je viens de faire'un point de vue rapide. Cela ressemble plus à un chapitre de livre qu'à un article de recherche. Veuillez garder jusqu'à 7000 mots. Il semble qu'il y ait 4000 mots supplémentaires. Faites un focus plutôt sur le Maroc et la pratique de la GRH. Les références sont jusqu'à 120 tandis que 30-40 suffisent pour 7000 mots. Veuillez réajuster en conséquence pour une prochaine évaluation.

Comments and Suggestions to the Editors Only:

I have just seen from a quick perspective. This looks more like a book chapter and not a research article.
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