

**Paper: “Mediating Effect of Strategy Implementation on the Relationship  
Between TMT Characteristics and Performance of Ugandan State Agencies”**

**Submitted: 26 October 2022**

**Accepted: 10 November 2022**

**Published: 30 November 2022**

Corresponding Author: Arthur Nuwagaba

Doi: [10.19044/esj.2022.v18n31p54](https://doi.org/10.19044/esj.2022.v18n31p54)

Peer review:

Reviewer 1: Yasangi Anuradha Iddagoda  
Chartered Institute of Personal Management, Sri Lanka

Reviewer 2: Enida Pulaj  
University of Vlora, Albania

Reviewer 3: Blinded

-----  
Reviewer H:  
Recommendation: Revisions Required  
-----

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

Reword the title. Recommended to mention only about the mediating effect based on the literature review.

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

Average

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

Improve the grammar

**The study METHODS are explained clearly.**

Improve research design. Sekaran in 2003 identified six components of research design.

Reference

Sekaran, U. (2003). Research methods for business: A skill building approach. John Wiley.

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

Average

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

Average

**The list of REFERENCES is comprehensive and appropriate.**

Satisfactory

***Please rate the TITLE of this paper.***

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

*Please rate the ABSTRACT of this paper.*

[Poor] 1-5 [Excellent]

3

*Please rate the LANGUAGE of this paper.*

[Poor] 1-5 [Excellent]

3

*Please rate the METHODS of this paper.*

[Poor] 1-5 [Excellent]

2

*Please rate the BODY of this paper.*

[Poor] 1-5 [Excellent]

3

*Please rate the CONCLUSION of this paper.*

[Poor] 1-5 [Excellent]

3

*Please rate the REFERENCES of this paper.*

[Poor] 1-5 [Excellent]

4

**Overall Recommendation!!!**

Accepted, minor revision needed

**Comments and Suggestions to the Author(s):**

-----

-----  
Reviewer J:  
Recommendation: Accept Submission

-----

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

The title is clear and it fits properly with the content of the article.

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

The abstract is clear. It contains all the major aspects of the paper such as: the overall purpose of the study, the research problem, the methodology and the major findings as a result of data analysis.

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

Generally, the used language is clear and understandable. It seems that there are not grammatical errors in the text.

**The study METHODS are explained clearly.**

The study method is explained clearly and correctly.

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

The body of the paper is clear and it is divided in several issues related with each others.

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

The conclusions are clearly and supported by the content.

**The list of REFERENCES is comprehensive and appropriate.**

Some of the in-text citation are not included in the list of references such as: David 2003, Jalali 2012, Hambric and Mason 1984, Okello and Ngala, 2019, Tumusiime, 2015, Carpenter et al 2004, etc.)

*Please rate the TITLE of this paper.*

[Poor] 1-5 [Excellent]

5

*Please rate the ABSTRACT of this paper.*

[Poor] 1-5 [Excellent]

5

*Please rate the LANGUAGE of this paper.*

[Poor] 1-5 [Excellent]

5

*Please rate the METHODS of this paper.*

[Poor] 1-5 [Excellent]

4

*Please rate the BODY of this paper.*

[Poor] 1-5 [Excellent]

5

*Please rate the CONCLUSION of this paper.*

[Poor] 1-5 [Excellent]

5

*Please rate the REFERENCES of this paper.*

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

4

**Overall Recommendation!!!**

Accepted, minor revision needed

**Comments and Suggestions to the Author(s):**

The authors have done a great job but they have to insert all the missing references, cited in the body of the paper.

-----