

**Paper: “Gestion de la Motivation des Enseignants par les Directeurs des Ecoles :  
Synthèse Théorique et Orientations Prospectives”**

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Peer review:

Reviewer 1: Rachid Souidi  
Ibn Tofail University, Morocco

Reviewer 2: Elmotia Abdellah  
Mohammed 5th University, Morocco

Reviewer 3: Dakouri Guissa Desmos Francis  
Université Félix Houphouët Boigny de Cocody, Côte d’Ivoire

# ESJ Manuscript Evaluation Form 2023

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NOTE: ESJ promotes peer review procedure based on scientific validity and technical quality of the paper (not perceived the impact). You are also not required to do proofreading of the paper. It could be recommended as part of the revision.

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Reviewer Name: Rachid Souidi	
University/Country: Ibn tofail University / Morocco	
Date Manuscript Received: 02/08/2024	Date Review Report Submitted: 18/02/2024
Manuscript Title: La motivation chez les directeurs des écoles : synthèse théorique et propositions pratiques	
ESJ Manuscript Number: ---09.---24.02.2024---	
You agree your name is revealed to the author of the paper: Yes	
You approve, your name as a reviewer of this paper, is available in the "review history" of the paper: Yes	
You approve, this review report is available in the "review history" of the paper: Yes	

## Evaluation Criteria:

Please give each evaluation item a numeric rating on a 5-point scale, along with a thorough explanation for each point rating.

<i>Questions</i>	<i>Rating Result</i> [Poor] 1-5 [Excellent]
<b>1. The title is clear and it is adequate to the content of the article.</b>	<b>2</b>

<i>Le titre gagnerait à être revu pour une meilleure adéquation au contenu de l'article</i>	
<b>2. The abstract clearly presents objects, methods and results.</b>	<b>3</b>
<i>Il serait nécessaire de revoir le résumé en y intégrant la problématique et en explicitant la méthodologie.</i>	
<b>3. There are few grammatical errors and spelling mistakes in this article.</b>	<b>3</b>
<i>Les quelques erreurs relevées doivent être corrigées (cf. reformulation dans le texte)</i>	
<b>4. The study methods are explained clearly.</b>	<b>4</b>
<i>La méthodologie, bien que présente et développée, gagnerait à être mieux reformulée pour plus de précision. Le protocole de réalisation du questionnaire et les données recueillies doivent figurer sous le même titre, suivis de l'analyse et des propositions théoriques apportées, comme objectif de ce travail.</i>	
<b>5. The results are clear and do not contain errors.</b>	<b>4</b>
<i>Les résultats sont vérifiés et clairement rapportés.</i>	
<b>6. The conclusions or summary are accurate and supported by the content.</b>	<b>4</b>
<i>La réception des conclusions de chapitres, présents, méritent par moment reformulation. Ils doivent comprendre le rappel de la séquence présentée et la transition pour la séquence qui suit.</i>	
<b>7. The references are comprehensive and appropriate.</b>	<b>4</b>
<p><i>La bibliographie mériterait d'être actualisée en fonction des nouvelles productions scientifiques relatives à ce domaine. L'auteur pourrait éventuellement recourir aux références qui suivent et à d'autres :</i></p> <p>Moisset, J. J., Plante, J., &amp; Toussaint, P. (2018). <i>La gestion des ressources humaines pour la réussite scolaire</i>. PUQ.</p> <p>BAMOUNI, C. K. (2022). Le sens des responsabilités dans les organisations: apprentissages pour l'administration scolaire. <i>LAKISA</i>, (4), 83-90.</p> <p>Sidiropoulou, M. (2023). <i>Transposition des techniques managériales de la haute performance sportive dans la direction des établissements scolaires: le cas de leadership transformationnel en Grèce et en France</i> (Doctoral dissertation, Université Bourgogne Franche-Comté).</p> <p>Colin, P. (2023). Comprendre la motivation et l'implication—à la recherche des valeurs dans le service public: illustration à partir d'une méthodologie mixte. @ <i>GRH</i>, 48(3), 87-112.</p>	

**Overall Recommendation** (mark an X with your recommendation) :

Accepted, no revision needed	<input type="checkbox"/>
Accepted, minor revision needed	<input checked="" type="checkbox"/>

Return for major revision and resubmission	
Reject	

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

Voir commentaires et corrections accompagnant le texte.

**Comments and Suggestions to the Editors Only:**

Une relecture est souhaitée après la correction par l'auteur.

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Reviewer Name: Elmotia Abdellah	
University/Country: Mohmmmed 5 <sup>th</sup> University/Morocco	
Date Manuscript Received: 8/02/2024	Date Review Report Submitted: 14/02/2024
Manuscript Title: La motivation chez les directeurs des écoles : synthèse théorique et propositions pratiques	
ESJ Manuscript Number: 0224/24	
You agree your name is revealed to the author of the paper: Yes	
You approve, your name as a reviewer of this paper, is available in the "review history" of the paper: Yes	
You approve, this review report is available in the "review history" of the paper: Yes	

## Evaluation Criteria:

Please give each evaluation item a numeric rating on a 5-point scale, along with a thorough explanation for each point rating.

<i>Questions</i>	<i>Rating Result</i> [Poor] 1-5 [Excellent]
<b>1. The title is clear and it is adequate to the content of the article.</b>	<b>3</b>
<i>Le titre ne correspond pas au contenu de l'article : A reformuler.</i>	

<b>2. The abstract clearly presents objects, methods and results.</b>	<b>4</b>
<i>La méthodologie est respectée.</i>	
<b>3. There are few grammatical errors and spelling mistakes in this article.</b>	<b>4</b>
<i>Généralement peu de fautes à signaler, la ponctuation à revoir.</i>	
<b>4. The study methods are explained clearly.</b>	<b>3</b>
<i>Il y a une confusion entre la méthodologie et la problématique.</i>	
<b>5. The results are clear and do not contain errors.</b>	<b>4</b>
<i>Les résultats sont vérifiés.</i>	
<b>6. The conclusions or summary are accurate and supported by the content.</b>	<b>2</b>
<i>Un effort à fournir pour développer la conclusion qui n'est pas exhaustive.</i>	
<b>7. The references are comprehensive and appropriate.</b>	<b>3</b>
<i>Les références sont cohérentes, reste à actualiser la bibliographie. Il serait bien d'y ajouter quelques articles récents.</i>	

**Overall Recommendation** (mark an X with your recommendation) :

Accepted, no revision needed	
Accepted, minor revision needed	<b>X</b>
Return for major revision and resubmission	
Reject	

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

La thématique est très intéressante, veuillez à formuler une problématique claire séparée de la méthodologie. Vous pouvez tirer profit des résultats des diagnostic encore mieux.

**Comments and Suggestions to the Editors Only:**

**Article consistant, mérite d'être publié après quelques modifications.**

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Reviewer Name: <b>Dakouri Guissa Desmos Francis</b>	
University/Country: <b>Université Félix Houphouët Boigny de Cocody (Côte d'Ivoire)</b>	
Date Manuscript Received: <b>16/02/2024</b>	Date Review Report Submitted: <b>25/02/2025</b>
Manuscript Title : <b>Gestion de la motivation des enseignants par les directeurs des écoles : synthèse théorique et propositions pratiques</b>	
ESJ Manuscript Number: <b>0224/24</b>	
You agree your name is revealed to the author of the paper: <b>Yes</b>	
You approve, your name as a reviewer of this paper, is available in the "review history" of the paper:	
You approve, this review report is available in the "review history" of the paper: <b>Yes</b>	

## Evaluation Criteria:

Please give each evaluation item a numeric rating on a 5-point scale, along with a thorough explanation for each point rating.

<i>Questions</i>	<i>Rating Result</i>
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	[Poor] 1-5 [Excellent]
<b>1. The title is clear and it is adequate to the content of the article.</b>	<b>4</b>
<i>Le titre est clair et en adéquation avec le contenu</i>	
<b>2. The abstract presents objects, methods, and results.</b>	<b>3</b>
<i>(Le résumé est clair et respecte toutes les étapes suscitées)</i>	
<b>3. There are a few grammatical errors and spelling mistakes in this article.</b>	<b>4</b>
<i>(Pas trop de coquille)</i>	
<b>4. The study methods are explained clearly.</b>	<b>3</b>
<i>(R A S)</i>	
<b>5. The results are clear and do not contain errors.</b>	<b>4</b>
<i>(R A S)</i>	
<b>6. The conclusions or summary are accurate and supported by the content.</b>	<b>2</b>
<i>(La conclusion mérite d'être redressée en suivant les prescriptions dans le texte)</i>	
<b>7. The references are comprehensive and appropriate.</b>	<b>2</b>
<i>(Les références bibliographiques doivent être présentées conformément à la norme de la revue)</i>	

**Overall Recommendation** (mark an X with your recommendation) :

Accepted, no revision needed	
Accepted, minor revision needed	<b>X</b>
Return for major revision and resubmission	
Reject	

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

Pour les commentaires et suggestions, voir le texte

**Comments and Suggestions to the Editors Only:**