

Review Form 1.6

Journal Name:	Asian Journal of Economics, Business and Accounting
Manuscript Number:	Ms_AJEBA_87358
Title of the Manuscript:	UNEMPLOYMENT AND NIGERIA'S HUMAN-CAPITAL FLIGHT (1990 – 2020): AN EMPIRICAL INVESTIGATION OF A MODELLED CASE STUDY OF RECRUITMENT OF NIGERIAN DOCTORS BY SAUDI ARABIA
Type of the 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:

(<https://www.journalajebo.com/index.php/AJEBA/editorial-policy>)

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	<p>First, the paper is good and has a good scientific significance and deserves reading and could be published in one important condition, if all the major following comments will be taken into consideration and revised by the authors.</p> <p>The abstract should be shortened. The hypotheses of the study are good and logical. The introduction of the study must be developed well. The diagnostic tests must be revised and corrected well.</p> <p>The authors should explain the most important factors that affected the unemployment rate in Nigeria. Please mention the most important reasons that including in the relationship between the Nigerian drain brain and the case of the current study, the unemployment for the mentioned period 1990-2020. The objectives of the study must be written well and organized logically The questions of the study must be developed The hypotheses should be written well and logically.</p> <p>The variables of the study are unclear. The research design and model specification must be revised and modified according to the hypotheses and questions of the study. The model estimation needs to be clear than that. The process of the data analysis needs to be clear and corrected. The empirical investigation needs to be revised carefully. Provide a detailed discussion of results, especially in terms of comparing the results with findings in the literature on the subject and discussing policy-related implications of the results. Results and discussions have several errors in the tables and must be corrected and revised. The manuscript should be edited thoroughly for language. Methods: Need improvement in the organization.</p> <p>Methods: Please explain how could use the current model correctly by providing real examples. Finally, the methods need to be modified and to be satisfied to reach the requested results of the study, because the methods are still weak somehow and should be revised in my opinion. The methods need to be specific and chosen according to real and correct hypotheses.</p> <p>The authors should consider the following seriously: 1. Abstract has a grammatical mistake. 2. Abstract is not focused. 3. Rationale for using dynamic population dynamics and investments. is not properly spelt out. 4. At the end of the introduction the author should spell out the sections with numbers. 5. Some intuitive graphs or scattered plots may be presented in the introductory section to motivate readers to justify the linkages between population dynamics and investments. 6. Section numbering is not done and subsections are not mentioned with numbers. The organization is slightly scattered and needs more discipline. 7. I can propose some orders as follows: 1. Introduction; 2. Literature Review; 2.1 Theoretical literature; 2.2 Empirical Literature; 3.</p>	<p>Noted</p>

Review Form 1.6

	<p>Theory and Econometric Model; 4. Results and Interpretation; 5. Robustness of Results; 6. Conclusion and Policy Suggestion.</p> <p>My specific comment follows; 1. Author needs to give a detailed analysis of all the methods. 2. Little more detailed analysis of policy implication</p> <p>There are serious problems with the method of the study. I mentioned it in detail in the referee report.</p> <p>The conclusion section still does not improve well according to the data analysis. Please develop it as should as be.</p> <p>However, the authors should consider some issues:</p> <ul style="list-style-type: none">• The authors did not use a multiple linear regression model.• The authors have to understand from the mathematical point of view must introduce the graphical representations of the input data and the obtained results for all hypotheses.• This study could provide the opportunity and space for authors and researchers from various other countries to conduct other studies in the same field based on this study and its results.• The mathematical modelling must be introduced to introduce for all readers all aspects, which characterize a regression analysis.• The results should compare with other approaches, other than linear regression.• The study variables used in descriptive statistics are correct and sound and provide a statistical and logical description of the study problem.• The hypotheses of the study are sound, correct and logical, but the authors can formulate them more clearly and broadly.• Except otherwise stated, all regressing macroeconomic data that are not stationary can result in a spurious result, which can be misleading in policy direction.• There is a need to improve on the literature.• English writing ability needs to be strengthened.• I recommend the authors present the novelty of this research compared to previous research.• The authors must develop conclusions.• Language editing is mandatorily required to improve the quality of the paper.• References should be written in a unified format.• It would be very useful to add in the "Introduction" section the purpose, objectives and hypothesis of the research. <p>The state the equation describing the method used and noticed that is still weak. The findings of the study have not been fully explained. After the problems in the method are resolved, the new findings to be obtained should be rewritten by comparing them with the findings in the literature.</p> <p>Therefore, the authors must adhere to the technical and standard journal ethics, add the</p>	
--	--	--

Review Form 1.6

	<p>missing parts in the study and arrange them according to the principles of the journal's moral and guiding policy, according to the principles to be followed.</p> <p>Interpretation should be more satisfying and persuasive.</p> <p>There are few citations in the sections after the literature part. The findings of the study should be compared with the literature. Models should be clearly explained. Deficiencies in the study should be corrected by considering studies in reputable journals. The article should be revised considering how good work should be written.</p> <p>Author or authors (henceforth authors) indicate that their results show that there are risk spillover effects across regions in both crisis and stable periods. This result supports the government's decision to require all the new accounting standards on debt restructuring</p> <p>Authors should consider the following:</p> <ul style="list-style-type: none">• Language editing and proof reading is highly recommended for academic writing• If the research problem and hypotheses can be stated clearly, it will be easy to understand the findings to the reader• It is recommended to re-write the conclusion with more details while addressing the research problem and hypotheses while elaborating the implications.• Further, it is suggested to add the significance of the study for the government, policy makers and other regulatory bodies, general public and other interested parties. <p>The interpretation is not sufficient as the authors need to test the effect of the proposed relationships and thus come out with meaningful conclusions. I believe that the paper in its current form has fewer contributions. As the previous comment has not yet been addressed, the interpretation needs revisions as well.</p> <p>Please make sure that all references are cited in the text.</p> <p>I think it is best for this initial model to have its methodological delimitation.</p> <p>The manuscript should be organized well and arranged correctly according to the ethics of the journal and the standards of COPE.</p> <p>Thus, all macroeconomic data are expected to be subjected to a unit root test first to determine their stationarity. If data are found out not to be stationary at all, then there is no need to regress them.</p> <ul style="list-style-type: none">• The authors need to give a brief description of relevant theories.• State the equation did not describe the method used.• The empirical part of this paper may need to be strengthened. <p>The author can provide a solid statistical theoretical basis that the item is not deleted. Because the purpose of your research is to build a model. If the instrument is not statistically valid, then your further built model is not fit. In my opinion, even though an instrument has a very established theoretical basis, in reality, the factor loading value did not prove, to meet the requirements, so it should be removed. Because it could be, it will be the difference between your research and other research, right?</p> <p>There are missing parts in the study (Ethics and Editorial Policies), such as:</p> <ul style="list-style-type: none">• Authorship (Author Contributions)• Raw Data• Data Deposition• Related Works• Reporting Standards• Declarations section• Additional information• Statistical resources	
--	---	--

Review Form 1.6

	<p>The authors should cite and consider the following papers for the current study:</p> <ul style="list-style-type: none"> • Abia, A. (2017), "Human Capital investment and economic growth in Saudi Arabia: error correction model", International Journal of Economics and Financial Issues, Vol. 7 No. 4, pp. 104-112. • Akanle, O., Fayehun, O., Adejare, G. and Orobome, O. (2019), "International migration, kinship networks, and social capital in South-Western Nigeria", Journal of Borderlands Studies, Vol. 1, pp. 1-14. • Alessandra, F., Isha, R. and Kathryn, R. (2017), "The interregional migration of human capital and its regional consequences: a review", Regional Studies, doi: 10.1080/00343404.2016.1263388. • Amadi, K. and Alolote, I. (2019), "Human capital investment as a catalyst for sustainable economic development in Nigeria", International Journal of Management Science and Business Administration, Vol. 5 No. 5, pp. 13-22. • Aransi, W. (2019), "Direction of causality between human capital investment and economic growth in Nigeria: lesson for policy makers", International Journal of Academic Management Science Research (IJAMSR), Vol. 3 No. 2, pp. 19-26. • Basar, U.M., Ab Hamid, R., Asid, W., Sulaiman, E., Bahri, N., Sulaiman, N. and Ramli, (2019), An Analysis of Capital Flight Risk: Case for Human Capital in Inclusive Growth, Emerald Publishing Limited, pp. 31-14, available at: https://doi.org/10.1108/978-1-83867-479-320191003 • Chibuokwu, R.A. and Nwosu, F.I. (2016), "Education and human capital development in Nigeria: the way forward", Journal of Resourcefulness and Distinction, Vol. 12 No. 1. • Danquah, M. and Ouattara, B. (2014), "Productivity growth, human capital, and distance to frontier in Sub-Saharan Africa", Journal of Economic Development, Vol. 39 No. 4, pp. 27-48. • Enyokit, E., Amaehule, S. and Teerah, L. (2011), "Achieving human capital development in Nigeria through vocational education for nation-building", paper presented at the 1st international technology, education, and environment Conference, Federal College of Education (I) Qinoku, Rivers State. • Ghadir, G. (2019), "The effect of lack of human rights on brain drain and human flight", TURAN Center for Strategic Researches, Vol. 11 No. 42, pp. 1-16. • Kubalu, A., Mustapha, A. and Suwaid, Z. (2017), "A dynamic analysis of the relationship between human development and economic growth in Nigeria", International Journal of Advanced Studies in Economics and Public Sector Management, Vol. 5 No. 1, pp. 01-21. • Obidike, P., Uma, K., Odionye, J. and Ogwuru, O. (2015), "The impact of capital flight on economic development: Nigeria in focus", British Journal of Economics, Management and Trade, Vol. 10 No. 3, pp. 1-13. • Okoro, C., Omeluzor, S. and Bamidele, A. (2014), "Effect of Brain drain (human capital flight) of librarians on service delivery in some selected Nigerian universities", SAGE Open, Vol. 4 No. 3, doi: 10.1177/2158244014541131. • Onogbosele, D. and Adenuga, O. (2018), "Challenges of human capital formation in Nigeria: a descriptive analysis", Lafia Journal of Economics and Management Sciences, Vol. 3 No. 2, pp. 75-101. • Organisation of Islamic Cooperation (OIC) (2014), "The Plight of Human capital Flight in OIC Countries". Statistical, Economic and Social Research and Training Centre for Islamic Countries. • Oster, E., Shoulson, I. and Dorsey, E. (2013), "Limited life expectancy, human capital, and health investments", American Economic Review, Vol. 103 No. 5, doi: 10.1257/aer.103.5.1977. • Robinson, A. and Florence, I. (2016), "Education and human capital development in Nigeria: the way forward", Journal of Resourcefulness and Distinction, Vol. 12 No. 1, pp. 56-68. • Shahbaz, M., Shafiullah, M. and Mahalik, M. (2019), "The dynamics of financial development, globalization, economic growth and life expectancy in Sub-Saharan Africa", Australian Economic Papers, doi: 10.1111/1467-8454.12163. 	
--	---	--

Review Form 1.6

	<ul style="list-style-type: none"> Shuaibu, M. and Oladayo, P. (2016), "Determinants of human capital development in Africa: a panel data analysis", <i>Oeconomia Copernicana</i>, Vol. 7 No. 4, pp. 523-549. Tabassum, S., Qudoods, Yaseen, A. and Sardar, M.A. (2017), "The relationship between capital flight, labour migration, and economic growth", <i>European Online Journal of Natural and Social Sciences</i>, Vol. 6 No. 4, pp. 594-600. 	
Minor REVISION comments	<p>Comments to authors: (Additional Evaluation)</p> <ol style="list-style-type: none"> The manuscript requires a professional language revision (proofreading). The authors must follow the publishing rules and the editorial policies of this journal well, and adjust the manuscript according to the rules of this journal and in an orderly manner. The manuscript is within the scope of the journal. It is preferable to separate the study literature from the hypotheses and to make each of them in its part. It is preferable to support and strengthen the introduction better than that, and the focus must be on clarification more. It is better to link references at the beginning of the paragraphs rather than at the end. The hypotheses of the study are laid down systematically and in a logical sequence, and they should be clear and readable for the readers. In the methods section, we must focus on the most important terrorist incidents that took place in the period mentioned in the study. The most important causes and factors that led to such incidents must be clarified and the possible means to properly control them. In my opinion, the authors of this study can make better and more appropriate recommendations based on the findings of the study they reached. The econometric model used in the study to achieve its objectives is a good and appropriate model for the study, through which more results can be settled if the authors set more research variables than the current ones. In the Future Studies section, it is important to have an explanation of major and important reasons for conducting future studies on this topic for the current study. Authors must support their recommendations in this part and direct them to other researchers to conduct this study in world-leading universities and institutes and to be at the center of their interests. Researchers need to update the development of these theories. The novelty of the study should be indicated in a special section at the end of the study after the conclusions section. The theories of the study are still not clear and need more explanations. The study was incorrect organized and needs to be organized well. Language editing and proofreading are highly recommended for academic writing. If the research problem and hypotheses can be stated clearly, it will be easy to understand the findings to the reader It is recommended to re-write the conclusion with more details while addressing the research problem and hypotheses while elaborating the implications. Further, it is suggested to add the significance of the study for the government, policymakers and other regulatory bodies, general public and other interested parties. The justification of the study is missing, and the references must be updated. Literature review needs up-gradation. Some papers relating to the Journal can be added. 	Noted
Optional/General comments	None.	

Review Form 1.6

PART 2:

	Reviewer's comment	Author's comment <i>(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)</i>
Are there ethical issues in this manuscript?	<i>(If yes, Kindly please write down the ethical issues here in details)</i>	