

REVIEWER'S REPORT

Manuscript No. IJAR-54137

Date: 30/09/2025

Title: *From Motivation to Mastery: Lessons from Exemplar Lecturers Upgrading ICT Skills through Professional Development in Ghana*

Recommendation:

Accept as it is
√Accept after minor revision.....
 Accept after major revision
 Do not accept (*Reasons below*)

Rating	Excel.	Good	Fair	Poor
Originality		√		
Techn. Quality			√	
Clarity			√	
Significance		√		

Reviewer Name: Dr Anam Zehra

Date: 30/09/2025

Reviewer's Comment for Publication.

This qualitative study explores the motivational, fostering, and hindering factors that influence ICT integration among Ghanaian lecturers. Employing hermeneutic phenomenology and thematic analysis, it offers valuable insights into their lived experiences. The paper presents an original contribution; however, it requires stronger theoretical grounding and more practical, actionable recommendations.

Recommendation: Accept after minor revision

Detailed Reviewer's Report

Strengths:

1. **Significance:** Tackles ICT adoption challenges in higher education, particularly in developing settings.
2. **Qualitative Richness:** Presents in-depth narratives using phenomenological design and NVivo analysis.
3. **Ethical Soundness:** Maintains strong adherence to informed consent and confidentiality protocols.
4. **Holistic Perspective:** Captures both intrinsic motivations and institutional constraints.
5. **Applied Value:** Suggests useful directions for policy formulation and professional development initiatives.

Limitations:

1. **Sample Scope:** Based on a small purposive group of 20 lecturers, reducing generalizability.
2. **Theoretical Connections:** Limited engagement with ICT adoption frameworks beyond TAM.
3. **Focus Imbalance:** Places more weight on intrinsic factors than on institutional/systemic influences.
4. **Organizational Flow:** Certain sections are overly lengthy and could be streamlined.

International Journal of Advanced Research

Publisher's Name: Jana Publication and Research LLP

www.journalijar.com

REVIEWER'S REPORT

5. **Policy Guidance:** Provides insufficiently detailed and prioritized strategies for implementation.