

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: **Touseef Malik**

Date: 30/09/2025

Reviewer's Comment for Publication.

This qualitative study examines motivational, fostering, and hindering factors influencing ICT integration among Ghanaian lecturers. Using hermeneutic phenomenology and thematic analysis, the paper provides rich insights into lived experiences. It makes an original contribution but requires stronger theoretical anchoring and more actionable recommendations.

Recommendation: Accept after minor revision

Detailed Reviewer's Report

Strengths:

1. **Relevance:** Addresses ICT adoption challenges in higher education, especially in developing contexts.
2. **Qualitative Depth:** Rich narratives through phenomenological design and NVivo analysis.
3. **Ethical Rigor:** Strong compliance with informed consent and confidentiality.
4. **Balanced View:** Identifies intrinsic motivations and institutional barriers.
5. **Practical Implications:** Provides directions for policy and professional development programs.

Weaknesses:

1. **Sample Size:** Small purposive group (20 lecturers), limiting generalization.
2. **Theory Linkages:** Weak connection to ICT adoption theories beyond TAM.
3. **Overemphasis on Intrinsic Factors:** Needs more balance with institutional/systemic aspects.
4. **Structural Flow:** Sections are lengthy and could be condensed.
5. **Policy Recommendations:** Lacks detailed, prioritized strategies for implementation.