



MANUSCRIPT EVALUATION FORM - 2013

1. Evaluator code: 68-200-1-RV

Paper code: 73-230-1-RV.doc

Title of the paper:	FEATURES OF ORGANIZATIONAL CULTURE IN BANKING SYSTEM CASE OF VLORA REGION	
Domain of paper:	M14	
Number of pages: 14	Graphics, figures or images: 4	Tables: 1

2. Specific comments for the paper:

EVALUATION CRITERIA	POINTS
A. ORIGINALITY (max. 20 points)	10
Remarks related to "ORIGINALITY" criterion: (Significance for the treated economic field, paper creativity dealing with the subject in a new or novel way, international actual orientation, significance and utility of results)	
B. STRUCTURE (max. 70 points)	50
1. Title of the paper is clear and adequate (max. 5 points)	5
2. The abstract is clear, it presents the research objectives, the content and the results (max. 5 points)	4
3. Keywords are appropriate (max. 5 points)	4
4. The Introduction states the objectives of the paper and the relevance of research work (max. 10 points)	6
5. Appropriate background or literature review (max. 15 points)	7
6. Necessity and clarity of the synthetic elements with a graphic character (tables, graphs, figures, images); are correctly titled (max. 10 points)	8
7. References are adequate to the topic (max. 10 points) Please check if all cited papers are included in the References section, if not, please write here the names of the missing authors: Lawrence and Lorsch, 1967 Tom Watson Young	7
8. Content of the paper (internal organization) well structured and has clarity (max. 10 points)	9
Remarks related to "STRUCTURE" criterion: <i>The abstract do not include research utility and limits;</i>	
C. DATA AND RESEARCH METHODOLOGY (max. 35 points)	28
1. Quality and adequacy of research methodology (max. 10 points)	8



2. The methods used are correct	(max. 15 points)	12
3. Validity of the data : Data and statistics used come from credible sources	(max. 10 points)	8
Remarks on the criterion "RESEARCH METHODOLOGY":		
<i>The methodology is not very clear; The author must detail this;</i>		
D. RESULTS AND CONCLUSIONS	(max. 75 points)	54
1. The results are clearly presented	(max. 15 points)	11
2. The results and interpretations are correct, without errors of interpretation	(max. 15 points)	10
3. The results are not derived on the basis of speculation or assumptions	(max. 10 points)	8
4. The results obtained refer to results of previous studies	(max. 10 points)	7
5. The Conclusions are the result of a logical approach of the information presented	(max. 10 points)	9
6. The Conclusions explain the personal contributions of the authors to knowledge	(max. 15 points)	9
Remarks on the criterion 'RESULTS AND CONCLUSIONS ":		
E. OTHER COMMENTS:		
<i>The paper contribution to knowledge – medium; The bibliography - not in Harvard style, must be adapted to the review s rules; Many books appear in the references, but are not cited in text:</i>		
Avallone, F., Farnese, M.L. (2005). <i>Culture organizzative: modelli e strumenti di intervento</i> . Guerini, Milano.		
Burrell, G., Morgan, G. (1979). <i>Sociological paradigms and organizational analysis</i> . London:Routledge.		
Cameroon, K.,Robert, Q., (2006). <i>Diagnosing and changing organizational culture</i> . John Wiley		
Farid, E. (2000). <i>Creating a winning corporate culture: experience inside the Asian telecommunications industry</i> . European Business Review, Vol. 12		
Fey, C.,Denison, D. R. (2003). Organizational culture and effectiveness: Can American theory be applied in Russia? <i>Organization Science</i> , 14(6) p. 686–706.		
Kume, V., Leskaj, E. (2006). Transition and cultural changes. Case of banking sector <i>Ekonomia dhe biznesi</i> , Nr 3 (23)		
Leskaj, E. (2007). Albanian national cultural dimensions and its impact in organizational culture. <i>Ekonomia dhe tranzicioni</i> , Nr 4 (51)		
Monaci, M. (2001). La cultura organizzativa: per un bilancio oltre le retoriche. In <i>Sviluppo e organizzazione</i> , 185: p.113-124.		
Schein, H.E. (2004) <i>Organizational Culture and Leadership</i> third edition, Jossey-Bass		
Schein,E. (1971). The individual, the organization and the career: a conceptual scheme. <i>Journal of Applied Behavioural Science</i> , 7, p. 401-421.		
Schein, E. (1990). Organizational culture. <i>American Psychologist</i> , 45(2) p. 109-119.		
TOTAL POINTS		



3. Comments for the author(s) in view of paper improvement:

References – many not cited in text;
Literature review – need to cover a larger area of authors and publications, especially new articles on the subject;
Methodology – more detailed;

4. Recommendation (*please underline, color or bold the appropriate statement*):

- a) Accept the paper without any changes;
- b) Reconsider upon revision: minor changes needed;
- c) Reconsider upon revision: major changes needed;**
- d) Reject the paper.

5. Comments for the scientific committee (not presented to the authors):

Date:

Signature:

To be returned both in Word (without signature) and scanned (with signature).