Global Conference on Advances in Business and Social Sciences (GCABSS – 2020 Online)

Comments and Questions
GCABSS 2020

Paper No. 201227

Comment 1
Nice paper and a good idea. I like the concept, but the language in the paper needs plenty of fixing. The presentation was good, though. My support is with you.

Reply
Thank you!

Comment 2
Studies from Sri Lanka have always been very interesting. I am amazed by how many Sri Lanka people are still interested in using school-based questionnaires with original data. This is a positive aspect of this paper. The presenters have used a questionnaire to assess the impact of human capital investment (HCI). They have tried to show us that HCI is linked with the rate of return (ROR) for international schools’ academic staff. I am impressed by the uniqueness of the idea and the researchers' very bold effort to assess the impact between HCI and ROR quantitatively. I want to encourage novice researchers and offer them to guide further to do in-depth studies in this research area, as I have done and still do research in this particular field.

Reply
Thank you!

Comment 3
I suggest that the author explain their concept of return rate for teachers when they work better and hardworkingly. It will be better to clarify whether this is meant to be a monetary return or an emotional and psychological reward for having worked better. It is important, as the analytical model to apply in either situation will be different.

Reply
Thank you!

Question No. 1
How do you calculate the rate of return?
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Reply
Here rate of return is not calculated.

Question No. 2
Why do you use a very general term like human capital investment in this study?

Reply
Here HCI though it is a general term, in this study it is used to calculate HCI on teachers since teaching is a service which immeasurable. The quality of teaching service effects on the future generation. Therefore, invest in human capital of teachers is a very important process. Teacher’s effect on their students more than the class size, the curriculum or the amount of money spent per student.

Question No. 3
Where is your literature review?

Reply
Literature review is included in the presentation under theoretical, methodological and empirical literature.