

I will first commend the author for programmatic and systematic inquiry in an important arena in our discipline. Human resource management is a worthy topic that has not received a great deal of attention in agricultural education research in recent years. The researcher did an excellent job of presenting theory related to managerial competencies and perceived ability to perform managerial activities. What was lacking in the framework was a connection between the demographic and personal characteristics and competency assessment and perceived ability to perform activities. Simply put, does the literature/theory tell us that gender, age, length of employment, tenure in current position, etc. are related to one's perception of his/her human resource management competencies or perceived ability to perform activities? The author acknowledges that personality type, biological function, social style, and/or personal styles and values have an influence upon competencies. Would these demographic and personal attributes provided more insight into the model?

The methodology of the study was clearly reported and overall very sound. Components analysis would ensure the unidimensionality of the two Likert-measured constructs. It should also be noted that internal consistency should be reported on both constructs.

The results of the study were presented in a logical and easy-to-digest manner. I particularly liked the visual manner in which the correlation was presented in Figure 1. The conclusions, implications, and recommendations were straightforward and data driven. The author did an outstanding job in discussing his findings in relation to other related research. In conclusion, I would highly encourage the author to continue his research program in human resource management. Our professional survival depends upon both program effectiveness and efficacy, and both are dependent upon the management of human capital employed in agricultural education.