Reviewer's report

**Title:** Challenges and Opportunities for Effective Adoption of HRH Information Systems in Developing Countries: National rollout of HRHIS and TIIS in Tanzania

**Version:** 2  **Date:** 27 January 2015

**Reviewer:** Senga Pemba

**Reviewer's report:**

Minor essential Revisions

1. I suggest that, the section under Discussion and Evaluation be restructured to address Discussion only. I see that if you want to discuss the Evaluation of the two systems then you better put it as another phase after the Maintenance phase. If this is not appropriate then just delete it as I don't see much content on it!

2. You have used the term so on so on in the early sections of your paper and to me this does not bring any clarity so please just delete these words or describe something concrete

**Level of interest:** An article of outstanding merit and interest in its field

**Quality of written English:** Acceptable

**Statistical review:** No, the manuscript does not need to be seen by a statistician.

**Declaration of competing interests:**

'I declare that I have no competing interests'