

Peer Review

Review of: "Associations Between Transactional Leadership and Safety Climate Among 314 Pakistani Nurses During COVID-19 Pandemic: Moderating Roles of Transformational Leadership"

Chidinma Madu¹

1. Duke University Health System, Durham, United States

This article explores the impact of transactional leadership (TSL) on the safety climate among Pakistani nurses during the COVID-19 pandemic, examining employee well-being as a mediating variable and transformational leadership (TFL) as a moderator. Using hierarchical linear regression on survey data from 314 nurses, the study finds that the motivational and inspirational aspects of TFL significantly influence how TSL affects safety behaviors and well-being.

The methodology is robust, and the statistical analyses are detailed and appropriate. The integration of both social learning and social exchange theory provides a strong conceptual framework. However, the study could benefit from addressing limitations such as gender imbalance, the cross-sectional design, and the unreported temporal context of data collection.

Declarations

Potential competing interests: No potential competing interests to declare.