

Review of: "The Impact of Leadership and Talent Management: The Case of Generation Z in The Lebanese Retail Sector"

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Potential competing interests: No potential competing interests to declare.

Research on "The Impact of Leadership and Talent Management: The Case of Generation Z in The Lebanese Retail Sector," with the research variables explain that Gen-Z's desire to grow in retail corporates. The research start with an empirical investigation by interviewing managers or HR experts, which I think the right focus or target group to get feedback. By using correlation analysis, which found a positive linear trend in the relationship between the independent and dependent variables, was not sufficient to support the four research hypotheses and were investigated using a multiple regression model. In addition, for the results, four research hypotheses were confirmed. Such a phase, before quantitative techniques, can make research findings more valuable. Members of Gen-Z will be attracted to being recruited by companies where they believe that their corporate expectations will be met. Avoiding the classic way of managing employees is all an alternative to promoting, internally, talent and therefore gaining a competitive advantage over peers. Talent management is a new concept to enhance the evolution of human capital in contemporary organizations. This research can benefit the Gen-Z and also can be used as a guideline to the Retail Sector.