

Review of: "Unlocking Success in NGOs: The Power of Servant Leadership"

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Potential competing interests: No potential competing interests to declare.

The introduction to the article is well-written and provides a good foundation for the rest of the article. The author has clearly defined the terms and concepts, and has outlined the research aims and structure in a clear and concise way.

Here are some specific comments on the introduction:

The author could provide more detail about the different types of projects that NGOs undertake. This would help to clarify the context of the research and the relevance of the findings to different types of NGOs.

The author could also provide more detail about the different leadership styles that are used in NGOs. This would help to put servant leadership in context and to highlight its unique advantages.

The methodology and analysis section is too lengthy. the authors could have made the methodology and analysis section a bit shorter by summarizing the key points in a table or figure. This would have made it easier for readers to follow the argument and to understand the results.(suggestion: you may remove the outlier, remedies section, just add a para in the article and take those discriptive and box plot figure to appendix)

The major concerns:

The article proposes three hypotheses: that servant leadership (SL), team climate, and team identity have a direct effect on project success. However, the article does not propose any hypotheses for the interaction effects between these variables. This is a major concern, as the interaction effects between these variables could be important in explaining project success.

To address this concern, the article should propose and test hypotheses for the interaction effects between SL, team climate, and team identity. Additionally, the article should include a three-way interaction diagram to support the results and explain the interacting effects.

Finding, discussion and future recommendations:

- The authors do a good job of summarizing the key findings of the study and explaining their implications.
- The recommendations for future research are well-informed and specific.
- The authors cite relevant literature throughout the discussion section, which helps to support their arguments.

