

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.

The review would first highlight the positives of the paper and then mention points of improvement.

Positives

- 1- The issue is pertinent.
- 2- The authors describe the data collection and analysis portions transparently and in great detail.
- 3- Significant supporting evidence was mentioned for all hypotheses.

Areas of Improvement

1- The concept of generations is a term used to describe the similarity in attitudes of a cohort as they are exposed to similar socio-cultural forces due to mass media. In the USA, the mass media has facilitated the uniformity of attitudes of cohorts for a long time. However, if we look at Lebanon, two questions arise:

- a- Is mass media strong enough to create uniformity in attitudes?
- b- If uniform attitudes are generated, are they the same ones as those generated for similarly aged individuals in the USA?

Without answering these questions, the attitudes of USA citizens cannot be generalized to others.

- 2- The title is not clear. The first statement looks incomplete.
- 3- The rationale for taking leadership and talent manager together is not clear.
- 4- The recommendations can be strengthened by discussing only the specific outcomes of the study.