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.

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Abstract

It will be very useful for readers if the abstract can briefly explain what phenomena occur in Generation Z in the Lebanese retail sector, especially in aspects of leadership that have the most influence on talent management in Generation Z. When this research was conducted, who the population was, how many samples, what sampling techniques were used, and the methods and analytical techniques applied, as well as what the results of this study were. What are the most significant factors and how do they implications for talent variables? No less important is information about what novelty was achieved or obtained from this study, so this research was carried out by the authors.

Introduction:

In addition to explaining the phenomenon of leadership and talent, several studies by previous researchers are also presented so that readers can understand the research gap that occurs and why this research is needed as a contribution to the academic world and to business people in the retail industry sector, especially in Lebanon.

Literature Review:

This article examines the importance of talent management, but citations related to talent management are still very limited; it is highly recommended to add quotes from previous research, especially those linking talent management with leadership.

Procedures and Methodology:

Given that this research is quantitative research, it is highly recommended to complement this study by explaining first

who is designated as the population of this study, how to approach to determine the number of samples or respondents of the study, the indicators of each variable, and the scale chosen.

No less important, because this study uses multiple linear regression, it is better for the regression equation to be submitted and the research questionnaire to be submitted in the form of attachments, so that readers know what things are asked in the questionnaire for each variable of this study.

Findings:

The author should be able to complete statistical inference in the discussion as a result of the hypothesis tests carried out, by articulating better in the language of management, considering that many of the things conveyed in this section are more statistical in nature.

Conclusion and Recommendations:

The conclusions of this study will be very useful for the retail industry in Lebanon and even the rest of the world, but with the level of variability of readers or practitioners who are very unfamiliar with academic terms, especially statistics, the author will be very helpful to readers if they present conclusions and recommendations that are more structured, delivered in sequence (which can start from the aspects that exist in each independent variable and indicator), and that are most relevant and have a significant influence on the management of generation Z candidates in a practical, easy, and inexpensive way to implement in the field.