

# Review of: "Employee Development and Turnover Intention: A Meta-Analytical Review"

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They address a very current topic of great interest from a theoretical and practical point of view. I want to congratulate the authors for their study. Additionally, the methodology and analysis approach is very interesting and extensive. However, I believe that the current version of the work has an important limitation relative to the theoretical gap. As it is known, the Introduction is considered the core part of the paper in order to establish the gap. In this way, I suggest to the authors that they follow the 5W structure and answer these 5 questions during the Introduction: A. Who cares? B. What do we know? C. What don't we know? D. So what? E. What will we learn? In order to establish the theoretical gap, it is necessary to have stronger argumentation instead of saying that there are not enough studies about this topic in this field.