

Review of: "Associations between transactional leadership and safety climate among 314 Pakistani nurses during COVID-19 pandemic: moderating roles of transformational leadership"

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Potential competing interests: No potential competing interests to declare.

This study examines the effect of transactional leadership on safety climate via employee well-being and transformational leadership among nurses during COVID-19 pandemic. This study identifies moderating mechanism of transformational leadership on the association between transactional leadership and employee well-being and between transactional leadership and safety climate. These findings highlight the importance of employee well-being in the relationship between transactional leadership and safety behaviors among nurses.

I also have the following suggestions:

1. The six hypotheses need to be separately discussed in detail.
2. Statistical analysis techniques of data need to be strengthened, especially CR and AVE of various variables need to be listed in detail.
3. The test of the model also needs to be strengthened.