

# Review of: "How Do Team Diversity Act to Exercise Effect on Team Performance: Looking through the Lens of Cultural Intelligence among Employees"

Mahmoud Elmarzouky<sup>1</sup>

<sup>1</sup> Aston University

Potential competing interests: No potential competing interests to declare.

Overall, the paper provides a comprehensive review of the theoretical background and hypotheses development related to team diversity, cultural intelligence, and team performance. The manuscript is well-structured and includes relevant literature to support the arguments presented. The research hypotheses are clearly stated, and the methodology section provides details on the measurement scales used and the statistical analysis performed. The findings indicate a positive relationship between team diversity and cultural intelligence, as well as a positive relationship between cultural intelligence and team performance. Additionally, the mediating role of cultural intelligence between team diversity and team performance is explored.

However, there are a few areas where the manuscript could be improved:

The introduction should provide more context and justification for studying team diversity, cultural intelligence, and team performance in the specific context of the research. Why is this topic important? What are the practical implications of understanding these relationships in the given context? Providing this information will help readers understand the significance of the study.

The literature review section could benefit from a more critical analysis and synthesis of previous studies. Instead of simply listing the findings of previous studies, try to identify common themes, gaps in the literature, and inconsistencies in the results. This will help build a stronger theoretical foundation for the current study.

The hypotheses could be further developed by providing more specific expectations about the direction and strength of the relationships. For example, instead of stating a significant positive relationship, consider specifying whether the relationship is expected to be strong or moderate. This will add clarity and precision to the hypotheses.

The discussion of findings should go beyond a simple recapitulation of the results. Instead, provide an in-depth analysis and interpretation of the findings in light of the existing literature. Discuss the theoretical implications of the findings and how they contribute to the understanding of team diversity, cultural intelligence, and team performance. Additionally, address any limitations of the study and suggest future research directions.

The conclusion should provide a concise summary of the main findings and their implications. It should also reiterate the significance of the study and its contribution to the field.

