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.

Thank you for giving me the opportunity to review this interesting study.

Overall observations:

The study is pretty comprehensive with several key variables being assessed in the healthcare work environment, which in itself, is often challenging given multiple factors influencing the behavioural dynamics of nurses, more so in a pandemic context. The model that has been examined through the proposed methodology appears to be sound.

Nevertheless, and in a bid to add further clarity to the article, the author should consider the following aspects:

a. There is a need to clarify the data source under section 3.2. It is not too clear how the "publicly available survey data" reconciles with the statement "data is collected with the help of self-administered questionnaire". Was data collected specifically for industry purposes earlier and made accessible to the public? How does the author ensure that the source data has been gathered originally using reliable instruments and would be appropriate to measure the underlying factors supporting the four variables under study? Clarifications on these aspects will help to confirm the reliability of the data set and soundness of the reported findings.

b. As per the findings, the variable "EWB" plays an important mediating role in the model, affecting "SC" as the dependent variable. The author could have elaborated further on this finding as well as on the combined effects of the moderating variable on SC.

c. The opinion of the author would be welcomed on whether these research findings would still hold good in a normal (non-pandemic) context.

Overall, it is a well-structured and well-formulated article. With the suggested clarifications, the study will surely help in contributing to the body of knowledge.

Thank you.