

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

Xu Zhou¹

¹ Beijing Normal University

Potential competing interests: No potential competing interests to declare.

Evaluation results: Major revision

Overall evaluation:

The structure of this study is complete and the topic is relevant to reality. The study explores the relationship between transformational leadership, transactional leadership, employee welfare, and safety atmosphere among nurses during the COVID-19 pandemic, which is an important issue that has received little attention. The study provides a more detailed perspective on the development of nursing management theory and has practical guidance implications for the application of nursing management.

Revision comments:

1. Language Issues: Please check the expression and grammar of the entire text and correct any irregular expressions, such as: "...managerial support from and their managers will enhance nurses' satisfaction and in-role safety performance perceptions (Brunetto, et al., 2016)" on page 2, "multiple studies confirms psychological empowerment" on page 3.
2. Introduction: The literature review is too lengthy. Please succinctly identify the research entry point of the study, clearly state the research purpose and significance.
3. Literature Review: Please clearly summarize the shortcomings of existing studies and explain the innovations of this study.
4. TSL, TFL, etc. abbreviations: When using abbreviations for the first time, please present both the full name and the abbreviation.
5. Hypothesis 4: Please correct the error. The correct expression should be TFL instead of TSL.
6. Clearly state measurement tools: Please make sure that for each variable, you clearly state which measurement tool was used, along with the author, number of questions, etc.

7. Uniform decimal places for η^2 : Please make sure that the decimal places of η^2 are consistent.
8. Insufficient discussion of moderation relationship: Your discussion on regulation relationship is not comprehensive enough. Please pay attention to the following two points:
 - a. Instead of simply listing existing research results, the focus should be on the core results obtained in this research and a comparative analysis should be conducted with existing research results to improve your logical chain and provide your own explanation.
 - b. Do not list research conclusions of variables that are not relevant to this research. Many of the listed existing research results are not closely related to the variables in this research.
9. COVID-19 pandemic not fully embodied: COVID-19 pandemic is introduced as the main topic of the article, but the special nature of the epidemic is not fully reflected in the content of the article.
10. Suggestion for improving reliability of research results: To enhance the reliability of research results, it is suggested to adopt multiple sources of data, including multiple subjects, to reduce errors caused by a single source of data. Data from different sources, such as self-reports from nursing managers, can be collected and further analyzed with nested data. This will help to improve the reliability of the results.