

Review of: "The Impact of Leadership and Talent Management: The Case of Generation Z in The Lebanese Retail Sector"

Mayuri Menike Atapattu¹

¹ University of Colombo

Potential competing interests: No potential competing interests to declare.

Title

1. Incomplete title – Impact of leadership and talent management in what?

Abstract

1. The abstract lacks clarity regarding the specific objectives of the study. While it mentions the objective as understanding the interplay between leadership and talent management, the specifics of what aspects of leadership or talent management are being explored remain vague.
2. The research question mentioned is somewhat vague. It asks about the extent to which leadership determinants enhance Generation Z's talent management, but it would be beneficial to clearly define what these leadership determinants are and what leadership styles, behaviors considered.
3. There is a discrepancy in the abstract regarding the analysis methods. It mentions a correlation analysis showing positive trends but later states that a multiple regression model was used to investigate the hypotheses.
4. There is some redundancy in the abstract, with phrases such as *"the four research hypotheses"* being repeated. Streamlining the language could improve clarity and conciseness.
5. Certain claims, such as *"Avoiding classical ways for managing employees is all the alternatives to promote, internally, talents..."* lack clarity and may need evidence to support them.
6. There are several grammatical issues and awkward sentence constructions throughout the abstract, which can impact readability. A thorough proofreading is needed.

Introduction

1. The introduction lacks a clear structure. It jumps between topics without a smooth transition, making it challenging for the reader to follow the logical flow of ideas.
2. Outdated evidence and While citations are essential to support claims, there's an overreliance on them in certain sections, leading to a lack of the author's voice and analysis.
3. There is some redundancy in phrases and concepts. For instance, the emphasis on the importance of talent management and the impact of Generation Z on organizational dynamics is reiterated in various forms.

4. The citation styles vary, and there are inconsistencies
5. The introduction could benefit from a clearer identification of the research gap. What specific knowledge or understanding is lacking in the existing literature that the current study aims to address?
6. Some statements are vague and could be more specific. For example, phrases like "*Leaders today need to think beyond traditional performance metrics*" could be strengthened by providing concrete examples or explanations.
7. While the introduction provides a broad overview of talent management and Generation Z, it could do a better job of explicitly connecting these concepts to the specific research questions or objectives of the current study.
8. There are instances of typographical errors and awkward sentence constructions. A thorough proofreading is necessary to correct these issues and enhance the overall professionalism of the writing.

Literature Review

1. Consider breaking it down into smaller sections or subsections for better readability and comprehension
2. There is some redundancy in expressing certain ideas. For example, the discussion on the five generations in the labor market is repeated in various sections
3. While the literature review presents a wealth of information, a more critical analysis of the sources and their methodologies could be beneficial
4. The literature review could conclude with a more explicit synthesis of the key findings and a transition to the next section, providing a roadmap for the subsequent sections of the paper
5. No hypotheses were established or logically conceptualized.
6. Provide a research model

Methodology

1. It might be helpful to provide information on the sample size and any specific criteria used for selecting participants.
2. More information about the survey instrument, such as the specific questions used to measure each variable, could be beneficial.
3. While the text refers to the development of a conceptual framework, it doesn't provide a visual representation or a detailed explanation of the framework.

Findings

1. While statistical results and coefficients are presented, the interpretation of these results could be more detailed. For instance, explaining the practical significance of the effect sizes or discussing the magnitude of the relationships between variables would enhance the interpretation.
2. While Cronbach's alpha is a widely used measure of internal consistency, it doesn't capture all aspects of scale validity. Consideration of content validity, construct validity, and criterion-related validity is essential for a comprehensive assessment.
3. Correlation does not imply causation. While the study identifies correlations between variables, the language used should be careful not to imply a direct causal relationship without supporting evidence.

Conclusion

1. The conclusion repeats the information about the validation of research hypotheses. While it's essential to reinforce key findings, excessive repetition can be perceived as redundant.
2. A more detailed exploration of potential limitations and their implications would enhance the conclusion.
3. The conclusion could benefit from a more explicit connection to the literature reviewed in the introduction. Discussing how the findings contribute to or align with existing literature can strengthen the conclusion.
4. While there are recommendations for future research, the conclusion could include more practical recommendations for organizations looking to implement talent management strategies, based on the research findings.
5. The conclusion mentions the research opening perspectives for further research, but it could explicitly state the unique contributions of the current study to the existing body of knowledge.
6. There is little discussion of alternative explanations for the findings. A more thorough consideration of alternative interpretations would strengthen the overall conclusion.