

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

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Potential competing interests: No potential competing interests to declare.

The authors' dedication to producing an engaging research paper is commendable. However, there are several areas where constructive feedback could enhance the quality of the paper. Below are specific observations for different sections of the paper, aimed at facilitating improvement:

## Introduction

- Consider restructuring the introduction to provide a smoother flow of ideas. Start with a brief overview of the significance of talent management and leadership in modern organizations, then narrow down to the specific focus on Generation Z in the Lebanese retail sector.
- Explicitly state the gap in the existing literature that your research aims to address. What is missing in current knowledge about leadership, talent management, and Generation Z in the Lebanese retail sector? How will your study contribute to filling this gap?
- Ensure that the language used is clear, concise, and formal. Avoid overly complex sentences or jargon that may obscure the message.

## Literature Review

- Consider restructuring the literature review to enhance clarity and coherence. You could organize it into subsections based on themes or topics, such as generational diversity, leadership strategies, talent management approaches, and organizational implications.
- Ensure that the sources cited are seamlessly integrated into the discussion. Rather than listing studies separately, try to incorporate their findings and insights more fluidly into the narrative to support your arguments.
- Ensure that the language used is clear, concise, and free of unnecessary repetition. Focus on conveying key ideas and arguments in a straightforward manner to maintain the reader's engagement.

## Procedures and Methodology

- Provide a rationale for why the quantitative approach was chosen for this study. Explain how quantitative methods are suitable for testing hypotheses and how they align with the research objectives.
- Clearly state the research hypotheses in a separate subsection and provide a brief rationale for each hypothesis. This

will help readers understand the specific relationships being tested in the study.

- Provide a more detailed explanation of the conceptual framework developed based on the literature review. Describe the key variables and their interrelationships, as well as how they inform the research hypotheses.
- While you mention the use of judgmental sampling and snowball sampling, provide a brief rationale for why these sampling methods were chosen and how they contribute to the study's objectives. Also, discuss any potential limitations or biases associated with these sampling methods.
- Describe the process of developing the online questionnaire in more detail. Explain how the questionnaire was designed to measure the key variables identified in the conceptual framework. Provide examples of the survey questions used to measure each variable.
- Provide a more detailed explanation of the multiple regression model used for data analysis. Describe the independent and dependent variables included in the model and how they were operationalized.

## Findings

Provide more detailed interpretations of the statistical findings. Explain the implications of the results in relation to the research hypotheses and theoretical framework. For example, discuss why certain variables are positively correlated with talent management and how these findings contribute to our understanding of talent management among Generation Z employees in Lebanese retail companies.

## Conclusions

- The conclusions and recommendations are well-structured and clearly presented. Each point is articulated effectively, making it easy for the reader to follow the logical flow of ideas.
- You effectively integrate the findings from the research hypotheses validation into your conclusions, highlighting the importance of talent management for Generation Z employees and the role of leadership in fostering their professional development.
- Acknowledging the limitation regarding the lack of interviews with HR managers or superiors is important for transparency and credibility. However, you could expand on how this limitation might impact the generalizability or depth of the findings.
- It would be beneficial to elaborate further on the practical implications of the research findings for organizations and HR practices. How can companies effectively implement talent management strategies tailored to Generation Z employees based on the study's findings?