

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.

Dear authors,

Thank you for posting this article. An interesting idea to elaborate on the impact of leadership on the management of Gen Z as a talent pool in the retail industry in Lebanon.

After reading this article several times, as a reader, I would like to express some questions related to this article:

1. Managing Gen Z as employees in a company is a challenge in itself. What phenomena occur in the retail industry in Lebanon that the author considers it important to discuss this theme?
2. What research questions are you trying to answer? Readers do not find a research question explicitly stated as the main aim of this research.
3. In developing a research model or conceptual framework, what theories are used as references? What theories from leadership, talent management, and Gen Z are used as references or as a basis for building research models?
4. The concepts of leadership, talent management, and Gen Z are not reviewed systematically so as to lead to a clear concept of each variable to be discussed.
5. The hypothesis developed is not based on relevant previous empirical research.
6. The qualitative research methodology is not explained more specifically regarding the approach used, the characteristics of the informants involved, the list of questions asked, and the systematic management of the qualitative data carried out.
7. The data displayed appears to come from a quantitative method, but the methodology states that the method used is qualitative. Please help the reader to understand the logical connection between the research method chosen and the type of analysis performed.
8. The results of the analysis are not summarized properly and are not discussed further in relation to theoretical implications and managerial practices in the retail industry.

9. The relevance of this article has not been stated clearly.

10. Recommendations for further research have also not been disclosed.