

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

Mashiho Mihalache¹

¹ University of Amsterdam

Potential competing interests: No potential competing interests to declare.

Dear author(s),

Thank you very much for the opportunity to review your study "Associated between transactional leadership and safety climate among 314 Pakistani nurses during COVID-19 pandemic: moderating role of transformational leadership. Below you find my comments on the current manuscript:

1. It was not clear for me what the theoretical gaps that this study is trying to fill in. It is important to provide the reader the overall aim of the study.
2. I was wondering whether safety climate means the same term as employee well-being. My instinct is that they are different although the study uses these two terms interchangeably.
3. I am curious when the data was collected. The study mentions that the data collection happened during COVID-19 pandemic, but which point of the pandemic, I think, is important to address as the uncertainty was reduced as we started to understand more about the COVID-19.
4. It was not clear which theory is used in the study.
5. You need to further develop the hypotheses development section so that you can convince the readers what type of mechanisms are going on behind the hypothesis.
6. I was not convinced that both independent variable and moderator are related to the leadership types.

Good luck to further develop the study!