

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

Eddy Sutanto¹

¹ Universitas Kristen Petra

Potential competing interests: No potential competing interests to declare.

Here is the review comments.

1. The authors need to explore the research background why it was done in the Pakistani nurses.
2. The authors need to clarify the correctness of the variables'indicators. They must measure what to be measured correctly.
3. The authors need to clarify the correctness of the mediating effect of employees well-being on safety climate logically and theoretically. It should be in reverse.
4. The authors need to clarify the correctness of existing of two kinds of leadership styles in the research model. They didn't need do that. The authors need to use a leadership variable only instead. Then, they need to explore what kind of styles preferred by the respondents.