

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

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Potential competing interests: No potential competing interests to declare.

Associations between transactional leadership and safety climate among 314 Pakistani nurses during COVID-19 pandemic: moderating roles of transformational leadership, is an attractive area of research however several research papers have been published in this area. The manuscript may be improved based on the following points;

1. There is no need to provide the sample size in the title of the manuscript.
2. The title of the manuscript is not attention grabbing.
3. It is better to make the title attractive and meaningful by introducing the variables used in your study like well-being, safety climate and the leadership styles.
4. The researchers must state and elaborate the novelty of this research. How it contributes to the existing literature and how is this study be considered different from other similar studies.
5. In the Abstract do not use a word exploration. It is not an exploratory study.
6. In the methods section it is not clearly written whether the nurses were selected from the Private or Public hospitals?
7. There is no need to provide author information in abstract before the keywords.
8. Give at-least five reasons that why you are doing this study? what is a need of doing this study and how will it contribute to the literature.
9. There is no information about the theory. It is not clear that based on which theory the framework for this research is developed?
10. There is weak connectivity between the paragraphs throughout the manuscript, especially in introduction section.
11. Provide reason that why have you considered examining well-being. What was the need to examine well-being among Nurses.
12. The citations must comply with the APA format. This citation provided does not comply with the APA formatting style. Empowering nurses and supervisors could improve the overall patient safety culture (Amiri, M., *et al.*, 2018)..... Similarly, please check and correct all others.
13. The research gaps are not stated in the academic way.
14. The introduction section must close with the contributions of this study to the literature.
15. Develop section -wise literature review and develop a hypothesis at the end of arguments for each relationship you

want to examine.

16. See the hypotheses you have listed; Hypothesis 1: There is a significant relationship between TSL style and employee well-being.
 - Hypothesis 2: TFL style moderates the relationship between TSL style and employee well-being.
 - Hypothesis 3: There is a significant relationship between employee well-being and safety climate.
 - Hypothesis 4: TSL style moderate the relationship between employee well-being and safety climate.
 - Hypothesis 5: TSL style is related to safety climate through employee well-being.
 - Hypothesis 6: There is a significant relationship between TSL style and safety climate.
17. The sequence of the hypotheses is wrong. First you must develop the direct hypotheses and then go for developing the indirect hypotheses.
18. Your research model is not a simple moderation model. It is a moderated – mediated model. So you need to develop hypotheses accordingly and provide the results and discussion accordingly.
19. See your data source; This study employs a publicly available survey data (Awais-E-Yazdan, *et al.*, 2022). With convenience sampling, Data is collected with the help of self-administered questionnaire from Services Hospital Lahore, Sir Ganga Ram Hospital Lahore, Government General Hospital Faisalabad, DHQ Hospital Chiniot, Municipal General Hospital Sargodha, DHQ Hospital Jhang, and DHQ Hospital Multan and Sulehri Children & General Hospital Sialkot in Punjab, Pakistan. The dataset includes the particulars of 314 nurse on safety climate during COVID-19. It is not correct. You have collected primary data and have not used the publicly available data, so, what does this statement means? publicly available survey data (Awais-E-Yazdan, *et al.*, 2022).....
20. Provide the procedure of sampling.
21. Provide the procedure of data collection.
22. Provide the sources and detailed information about the questionnaires you have used to collect data.
23. In the discussion section the results of your study must be discussed with the studies done earlier in the same context, i.e. Nursing.
24. The conclusion is not correctly written, you have not used the inspirational leadership and you have not defined in anywhere in the study. See for example, the results of this study suggest that inspirational leadership is one of important driving..... please it is advised to make conclusions based on the bvariables you have studied.
25. Please follow the APA formatting style for the References.
26. The paper may please be published after incorporation of these major changes.