

# 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.

Thank you for allowing me to review this manuscript. This study covers an important topic: Associations between transactional leadership and safety climate among 314 Pakistani nurses during COVID-19 pandemic: moderating roles of transformational leadership. But this article does need a substantial and extensive revision.

## Abstract

- Please delete the numbers of nurses in Title
- The instruments are not mentioned in the abstract.
- Time of the study must be mentioned in abstract.
- "Employee well-being" is a variable that mentioned in aim but it is not in Title.
- There is no implication for nurses and other health providers in the abstract section.

## Introduction

- The statistic of safety climate should be added in introduction
- Give a definition of safety climate
- In the introduction section, the context of this study (Pakistan) should be explained.
- Explain about transactional leadership and transformational leadership.
- Give a definition of transactional leadership and transformational leadership.

## Methods

- The research methods are not described clearly.
- The "cross-sectional study" must be added in methods.
- Time of the study must be mentioned.
- The instruments should be explained completely.
- Testing the reliability of instruments must be explained in details.
- Data gathering from nurses must be explained completely (Which shifts? Who delivered and collected the

questionnaires...

- 'Convenience' samples are of little use statistically as one cannot be generalised to the wider research population. The limitations of your sample should be considered in both the Discussion and Limitations sections.

## Discussion

- The authors must interpret their findings them in context of previous work
- In the discussion, the unique aspects of this study should be explored.