

# Review of: "Unlocking Success in NGOs: The Power of Servant Leadership"

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**Potential competing interests:** No potential competing interests to declare.

The authors have put in a good deal of effort into this manuscript, which is appreciable. Nevertheless, there are many significant points that need to be taken into serious consideration for future manuscripts by the authors.

1. There is no problem mentioned in the manuscript which lead to conducting this study. This adversely affected the quality of the manuscript.
2. The software utilized for data analysis has not been highlighted in the manuacript, including the abstract.
3. Literature should be more updated and should encompass the latest studies regarding the variables of the study.
4. This is NOT how the conceptual framework is drawn. The independent, dependent and the moderating variables in your manuscript have not been correctly placed, nor the arrows correctly connect the hypotheses. They actually represent something different and not the relationships in your study.
5. The authors are suggested to look into the indexed articles for gaining insights into writing down a proper manuscript and also, how to exactly draw a conceptual framework, and how the hypotheses are drawn in a conceptual framework.
6. Quality of the language is comparatively much better than many other manuscripts, though.
7. Best of luck!