

Review of: "Mitigating organizational decision making amidst the dragging effect"

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Potential competing interests: No potential competing interests to declare.

I greatly appreciate the opportunity to contribute some comments and suggestions for adjustments to the manuscript, titled 'Mitigating organizational decision making amidst the dragging effect'.

This manuscript presents an insightful exploration into the complexities of decision-making processes within organizations. It successfully captures the relevance and challenges of this topic, which is of paramount importance in the realm of organizational management and leadership. The author engages with a range of theoretical frameworks, demonstrating a commendable effort to situate the discussion within the existing body of literature. The focus on the qualities and approaches necessary for effective leadership decision-making is particularly noteworthy, offering valuable perspectives for those in managerial positions.

However, the manuscript could benefit significantly from a more robust empirical foundation, including detailed methodology and data analysis, to strengthen its arguments and contributions to the field. Additionally, refining the language and structure for greater clarity and addressing the broader implications and applications of the findings would elevate the overall impact and utility of the manuscript. These enhancements are essential for the manuscript to realize its full potential as a substantial academic contribution to the study of organizational decision-making.

To improve the quality of the manuscript, the following recommendations could be made, which can significantly improve the depth, clarity, and impact, making it a more valuable contribution to the field of organizational decision-making:

1. **Include Empirical Research or Case Studies:** Incorporate original research findings, case studies, or more extensive data analysis. This could involve conducting a study or survey or presenting in-depth analyses of existing case studies. This addition would significantly enhance the study's contribution to the field.
2. **Detail the Research Methodology:** Clearly outline the research methodology used. This includes describing how data was collected and analyzed, which is crucial for validating the findings and enabling other researchers to replicate or build upon the work.
3. **Expand on Implications and Applications:** Elaborate on the practical implications of the findings for organizational management, potential applications in real-world scenarios, and the broader societal impact. This would make the manuscript more relevant and useful to practitioners and researchers alike.
4. **Improve Language and Clarity:** Conduct a thorough language review to correct any grammatical errors and refine

sentence structure for enhanced clarity and readability. This may involve engaging a professional editor or a native English speaker.

5. Strengthen the Conclusion: Make the conclusion more robust by tying it directly to the main arguments and findings presented in the manuscript. The conclusion should synthesize the key points and highlight the significance of the study.

6. Address Future Research: Provide suggestions for future research directions based on the findings and discussions in the manuscript. This would help to establish a continuing line of inquiry in the field.

Strong Aspects: (1) **Relevant Topic:** The manuscript addresses a significant and timely issue in organizational management – decision-making processes. This topic is crucial for understanding and improving organizational effectiveness and leadership. (2) **Theoretical Integration:** The manuscript integrates various theoretical perspectives and references to prior research, such as works by Gresch, Hasselhorn, Bögeholz (2013), and Kanter (2006). This demonstrates an engagement with existing literature in the field. (3) **Focus on Leadership Qualities:** The manuscript emphasizes the importance of certain leadership qualities like boldness, prudence, inventiveness, rationality, and balanced judgment in decision-making. This focus can be insightful for leaders and managers aiming to enhance decision-making in their organizations.

Weaknesses: (1) **Lack of Empirical Data and Methodology:** The manuscript does not appear to present original research findings or a detailed methodology. The absence of empirical data limits its ability to contribute new insights or validate its arguments. (2) **Limited Discussion on Implications for Research, Practice, and Society:** The manuscript does not explicitly outline the implications of its findings for future research, practical applications, or societal impact, which are key elements in academic writing for contextualizing the significance of the study. (3) **Potential Language and Clarity Issues:** There are instances of language use and sentence structure that could be refined for greater clarity and grammatical accuracy. A review by a native English speaker or an editor might enhance the manuscript's readability and professional presentation.

In conclusion, 'Mitigating organizational decision making amidst the dragging effect' represents a thoughtful and relevant contribution to the understanding of decision-making in organizational contexts. While the manuscript adeptly frames the issue and integrates theoretical perspectives, its impact could be significantly enhanced through the incorporation of empirical research, a clearer exposition of its methodology, and a more pronounced focus on the practical and societal implications of its findings. The manuscript stands as a solid foundation for further exploration and discussion in the field. With refinements in its empirical rigor, clarity of expression, and depth of analysis, this work has the potential to offer meaningful insights and guidance for both academic researchers and practitioners in the field of organizational management. The author's efforts in shedding light on this complex and dynamic aspect of organizational behavior are commendable, and with the suggested improvements, the manuscript could make a more substantial and lasting contribution to the literature.