

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.

The article entitled "Associations between transactional leadership and safety climate among 314 Pakistani nurses during COVID-19 pandemic: Moderating roles of transformational leadership" contains an interesting and potentially valuable contribution to the literature on human experiences during the COVID-19 pandemic. Its potential, however, is yet to be fully realized. In my modest opinion, the study merits publication if a great deal of clarity is introduced in the authors' writing. The following are some suggestions:

The abstract is intended to be a summary for readers to determine whether they want to read the entire manuscript. The abstract has to be rewritten to clarify the research question and the design of the study. One cannot treat particular variables as both confoundings (in one sentence) and as intermediate variables (in the next sentence). The authors also need to summarize the results in a narrative format. Usually, abstracts do not contain statistical formulas and symbols.

Right before the method section, the hypotheses should be presented along with a brief rationale for each one.

The method section is intended to ensure replication. To this end, the authors need to clarify the rationale for the adopted sampling method, describe the questionnaires and how the questionnaires were administered, and report the participation rates.

The data analysis should be clarified in reference to the hypotheses the authors want to test.

A correlation matrix should precede the authors' regression analyses.

A regression analysis would be adequate to test their hypotheses.

The authors need to clarify their use of Principal Component Analysis.

In summary, the manuscript requires major revisions before publication is warranted.