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

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Improvements made based on previous comment

✓ Clarity about research objectives - The article now clearly outlines the research objectives, focusing on understanding the interplay between Servant Leadership Theory (SLT) and Social Identity Theory (SIT) in shaping team climate within NGOs. It explicitly states the research objectives.

✓ Justification for the research gap - The writers have improved the justification for the research gap by highlighting the limited attention given to the potential of servant leadership in NGOs in the current literature. They have elaborated on the need for further investigation and highlighted the practical relevance of understanding the complex factors contributing to project success in NGOs. This enhanced justification strengthens the rationale for the research.

✓ Inclusion of recent references & Integration of previous literature - The article now includes more recent references, demonstrating the writers' efforts to provide a more up-to-date perspective on the topic. The writers have improved the integration of previous literature by providing a more thorough review and discussion of existing research on servant leadership, team identity, team climate, and project success in the NGO context.

✓ Specificity in practical recommendations - The writers have enhanced the practical recommendations by offering more specific and actionable suggestions for NGOs based on the study's findings.

Further comments

While the introduction effectively establishes the importance of servant leadership and project success in NGOs, it could benefit from more explicit articulation of the research gap or problem statement that the study aims to address. Clarifying the specific research questions or hypotheses earlier in the introduction could enhance the reader's understanding of the study's objectives.

Theoretical Framework - While the study attempts to integrate Servant Leadership Theory (SLT) and Social Identity Theory (SIT) to understand their interplay in shaping team climate within NGOs, it is essential to provide a clear rationale for why these theories were chosen and how they complement each other. The article mentions the theoretical frameworks but does not delve deeply into their theoretical foundations or explain how they are relevant to the specific context of NGO project management.

Methodological Issues- The article lacks a detailed description of the research methodology, including the sampling strategy, data collection methods, and data analysis techniques used. Without this information, it is challenging to assess the validity and reliability of the study.

There is no discussion of potential biases in data collection or analysis, such as response bias in surveys or confounding variables that may affect the results. The article does not provide information on how the survey instrument was developed or validated, raising questions about the reliability and validity of the data collected.

Statistical Analysis- The article mentions hierarchical regression and binary logistic regression analyses but does not explain why these specific methods were chosen or how they address the research questions.

Conceptual Clarity- Some concepts, such as servant leadership, team climate, and project success, are mentioned without clear definitions or operationalization. It is crucial to provide clear definitions and operational definitions for these concepts to ensure consistency and accuracy in measurement.