

# Review of: "The Impact of Leadership and Talent Management: The Case of Generation Z in The Lebanese Retail Sector"

Simona Mormile<sup>1</sup>

<sup>1</sup> University of Salerno

Potential competing interests: No potential competing interests to declare.

The article "The impact of Leadership and Talent Mangement: the case of Generation Z in the Lebanese Retail Sector" was focuses on exploring the relationship between leadership practices and talent management, specifically concerning Generation Z employees in the workplace. It aims to understand how leadership behaviors impact talent management, particularly among the younger workforce, and investigates this through hypotheses, a conceptual framework, quantitative data analysis, and empirical investigation.

The study begins by setting the context of its research question, centered on the influence of leadership determinants on Generation Z's talent management. It outlines four hypotheses and establishes a conceptual framework to evaluate the impact of leadership factors on talent management. The article highlights the use of quantitative data from 218 surveys to explore variables influencing Generation Z's inclination towards career development in retail corporate companies.

A commendable aspect of the article is its initial step of interviewing managers or HR experts, adding depth to the empirical investigation. It attempts to validate its hypotheses through correlation analysis, although it acknowledges the insufficiency of this method in supporting the hypotheses adequately. Consequently, the study employs a multiple regression model, leading to the validation of the initial hypotheses, thus strengthening the research findings.

The article emphasizes the importance of meeting Generation Z's corporate expectations to attract and retain talent. It also advocates for innovative talent management strategies in contemporary organizations, suggesting a departure from traditional methods to foster internal talent development, ultimately gaining a competitive edge.

Overall, the article provides valuable insights into the interplay between leadership and talent management concerning Generation Z employees. It effectively utilizes a combination of conceptual frameworks, empirical investigation, and quantitative analysis to reinforce its findings. However, the review could benefit from further elaboration on the specific leadership dimensions and their impact on talent management for a more comprehensive understanding.

The article contributes to the discourse on effective leadership practices and their implications for managing Generation Z employees' talents in modern workplaces. It offers suggestions for organizations to adapt their talent management strategies to attract, nurture, and retain talent effectively in today's competitive landscape.

