

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.

Thank you so much for inviting me to review this manuscript entitled 'Associations between transactional leadership and safety climate among 314 Pakistani nurses during COVID-19 pandemic: moderating roles of transformational leadership.'

I appreciate the author's effort in collecting unique data from Pakistani nurses. However, there are some concerns that I share here

Good luck.

Title:

There is no need to write the sample size in the title.

Introduction:

- The introduction is about the hook. What is the problem/gap in the literature? With this study introduction, I am unable to understand the gap and why this study is required.
- I suggest the author clearly present what is available in the literature and what is the problem and how your study will fill it.
- Also, explain why during the covid-19.
- Avoid jumping from one concept to another but try to link them.
- It is confusing which leadership styles are used due to the utilization of different words. It is better to use the same words TFL and TSL throughout the manuscript.
- In the last paragraph, briefly explain the theoretical contribution.

Literature review:

- It is better to discuss each hypothetical relationship separately instead of writing a pages and providing all the hypotheses.
- In addition, the author claims in the introduction that social exchange theory supports the proposed relationships, however, there is no explanation of how social exchange theory supports the study hypotheses.
- I think the author can provide a paragraph on social exchange theory and then highlight the role of the adopted theory

in each hypothesis development.

- Furthermore, “Hypothesis 4: TSL style moderate the relationship between employee well-being and safety climate.” I think there is a typing error because the TFL style moderates instead of TSL.

Methods:

- Why the Pakistani nurses? Why this context is important?
- When the data collection were carried out?
- Since the data were cross-sectional, which measures were taken to control common method bias during and after data collection?
- Which method was used for calculating the sample size?
- What is the response rate?
- Please clearly explain how the adapted scales are appropriate for this research.

Results and discussion

The results are fine. The discussion should explain the results with the help of adopting theory.

Conclusion and implications

- The conclusion should be written again.
- Theoretical implications need to be strengthened.
- Practical implications are fine.
- Limitations and future research directions are okay.
- Due to grammatical errors and typos, proofreading is required.