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.

Dear Author

Thank you for your paper titled: **Associations between transactional leadership and safety climate among 314 Pakistani nurses during COVID-19 pandemic: moderating roles of transformational leadership**

I would like to appreciate your effort and hard work in pursuit to generate a model that is used in the health sector.

The following are minor issues that need your attention:

Introduction

The introduction has been written pretty well, however, you need to proofread your work to avoid some silly mistakes. Defining your variables is of pertinent importance. Further to the above, there is no coherence in your work, therefore, it is imperative to go through your work again. I also suggest the writer should highlight the importance of the study and the practical problem that has motivated him/her to carry out the current study.

Literature

This section has been articulated well, however, the author needs to explicitly explain the meaning of transactional leadership, transformational leadership, safety climate etc. If possible, it is of paramount importance for the author to give pragmatic examples of the above-mentioned factors.

I have gone through this section several times; hence I have noticed that the author did not delineate the dimensions of transactional leadership, transformational leadership and safety climate effectively. Therefore, I suggest that the author must discuss those dimensions in the literature review.

Further to the above, some of the references used are old, for example (Patrick & Laschinger, 2006) and (Lee & Cummings, 2008). I suggest that the author uses current references. It is also important to discuss several definitions of the variables so that readers may be able to understand those concepts. The use of the abbreviation is good but I think it is necessary to write it in full before using those abbreviations, for example, the author was continuously using TSL, SC, TFL etc.

Methodology

The author did not highlight the research philosophy that was employed for this current study. I suggest that the author must correct that and justify why that research philosophy. I think it is also imperative to highlight the model used to calculate the sample size. The author should explain if he/she collected data alone or if research assistants were employed in the current study. In addition, the author should go through his/her work again to avoid some minor mistakes, for example, section 4.3 ANOVA analysis last statement "There are statistically significant interaction between and between age and marital status on employee well-being"

Theoretical implications

The theoretical implication is not clear, I suggest the scholar should re-do this section. There is a need to explicitly explain the theoretical implications of the study in detail. Further, I think the researcher can generate the practical implications of the study.

I hope my input will improve your work

All the best