

REVIEWER'S REPORT

Manuscript No.: IJAR-54626

Date: 03/11/2025

Title: From Transformational Leadership to Employee Engagement: The Skill That Inspires Teams

Recommendation:

Accept as it is

✓Accept after minor revision.....

Accept after major revision

Do not accept (*Reasons below*)

Rating	Excel.	Good	Fair	Poor
Originality		✓		
Techn. Quality		✓		
Clarity			✓	
Significance		✓		

Reviewer Name: **Dr. Touseef Malik**

Reviewer's Comment for Publication.

The paper presents a conceptually sound exploration of the connection between transformational leadership and employee engagement, emphasizing behavioral, motivational, and organizational aspects. It effectively examines leadership influence through idealized impact, intellectual stimulation, individualized consideration, and inspirational vision, reinforced by a contextual case study illustrating managerial transformation. The study offers valuable insights for leadership development and organizational improvement; however, greater methodological clarity, linguistic precision, and consistent referencing are needed to align with the journal's publication standards.

Recommendation: Accept after minor revision.

Detailed Reviewer's Report

STRENGTHS

1. Effectively addresses a significant and globally relevant HRM issue by linking transformational leadership behaviors with employee engagement outcomes in real organizational contexts.
2. Presents an engaging case study (Ravi Sharma, FreshMart) that clearly illustrates the practical application of theoretical concepts in managerial practice.
3. Exhibits a well-organized structure with distinct sections, introduction, conceptual analysis, applied example, and conclusion, enhancing clarity and logical flow.
4. Applies Burns' (1978) theoretical framework, connecting motivation, morality, and transformational leadership to employee engagement.
5. Offers practical and actionable insights for leadership development, employee engagement strategies, and organizational performance improvement.

WEAKNESSES

International Journal of Advanced Research

Publisher's Name: Jana Publication and Research LLP

www.journalijar.com

REVIEWER'S REPORT

1. Lacks detailed methodological explanation, including research design, participants, data sources, and analytical approach, which limits the study's empirical strength.
2. Contains grammatical errors and lengthy, unpolished sentences that affect the overall academic readability.
3. Has limited referencing and requires proper citation consistency in accordance with IJAR formatting guidelines.
4. Shows minor conceptual redundancies and repetitive ideas across sections, reducing analytical precision.
5. The conclusion section would benefit from clearer discussion of research limitations, directions for future studies, and policy-level implications.