

REVIEWER'S REPORT

Manuscript No.: JNBMS-012

Title: DIGITAL LEADERSHIP AND ORGANIZATIONAL PERFORMANCE: OPPORTUNITIES AND CHALLENGES IN THE ERA OF BUSINESS TRANSFORMATION.

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 Id: JPR-290

Reviewer's Comment for Publication.

The manuscript provides a clear and well-structured review of digital leadership and its impact on organizational performance. The topic is relevant and supported by appropriate references; however, the paper would benefit from deeper critical analysis, additional recent literature, and improved formatting (e.g., removal of the duplicated abstract). Overall, it is suitable for publication after minor revisions.