

REVIEWER'S REPORT

Manuscript No.: JNBMS-016

Title: DIGITAL LEADERSHIP AND ORGANIZATIONAL PERFORMANCE: THE MEDIATING ROLE OF EMPLOYEE INNOVATION IN MODERN BUSINESSES.

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-346

Reviewer's Comment for Publication.

The manuscript presents a strong empirical investigation into the relationship between digital leadership, employee innovation, and organizational performance. The methodology is clearly defined and the statistical analysis supports the proposed relationships, including mediation effects. Minor revisions are recommended to improve discussion depth and address potential limitations such as sampling generalizability and self-reported bias. Overall, the paper is suitable for publication after minor revision.