

Review of: "Gender and Organizational Conflict Management: The Mediating Role of Personality"

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Potential competing interests: No potential competing interests to declare.

Review:

The current study takes a closer look at how men and women deal with conflicts and tries to untangle the puzzle of mixed findings in past research. Instead of just looking at gender differences, the authors explore the influence of personality traits on conflict management.

The best part of the paper is that they found that gender itself doesn't directly impact how we handle conflicts. Instead, it's our personality traits that play a significant role. The study uses fancy statistical methods (structural equation modeling) to show how personality traits mediate the connection between gender and conflict styles.

However, there are a few limitations, like the study focusing mainly on working Poles, which might not represent everyone. Also, the study only looks at a specific point in time, so we can't say for sure if these patterns change over a person's life.

Also, the Abstract should be more structured, indicating the background of the study, objective, methodology, findings, and implications clearly.

Further limitations include the authors should refer to more recent works.

The paper is worth publishing with the above revisions.