

Review of: "Temperament, Character and Organisational Well-being among Obstetrics and Gynaecology Personnel"

Mia Kusmiati¹

¹ Universitas Islam Bandung

Potential competing interests: No potential competing interests to declare.

It is an honor to review your work.

I appreciate your work entitle: "Temperament, Character and Organisational Well-being among Obstetrics and Gynaecology Personnel". Regardless, I would like to make a few suggestions to improve the quality of your paper.

First of all, please revise the manuscript according to the Qeios journal manuscript format. (If you have followed it, please ignore).

"Introduction" does not fully explain the reason why this study was taken. It is necessary to equip the explanation regarding why the ObsGyn personnel were recruited. Please give explanation what matter with ObsGyn personnel, whether they have a workload is over or anything. What does impact the organizational well-being toward temperament and character or be reversed.

Explanation about theory and conceptual framework is a less given detail. Objective of the study is less informed...In terms of match with title.

Methods

Pertaining to sample size, I think the author should more explain total population or sampling population, because amount of sample 38 is less represented for the survey, since to my knowledge if we will present distribution frequency of the data, minimal 40 sample.

Tool/Instrument

It is necessary to depict detailed information about the instrument, such as development year and developer, reliability, validity, characteristics of this tool, total score and interpretation (interpretation for CIVIT questionnaire is not included), etc.

Results

The result does not fully describe the objective of the study since this work investigates the relationship between dimensions of temperament (NS; HA; RD) and character (CO; SD; ST; P) and dimensions of organizational well-being in Obstetrics and Gynecology personnel.

When deriving the table of Pearson correlation, please review whether the table presented now is appropriate or not. With regard to use Pearson test, it should be foundation for conducting the correlation test. No need item by item or variable was correlated with character, enough correlate between dimensions, eq. novelty seeking with cooperativeness, self-directedness, self-transcendence and persistence; Harm Avoidance was correlated with cooperativeness, self-directedness, and so on. Kindly present table legend for each table. If the author mean for the descriptive character, temperament and organizational well-being, it will be better for presenting each of dimension, such as dimension of temperament: novelty seeking, harm avoidance and reward dependence. Similar ith dimension of character and organizational well-being.

Some paragraph in Conclusion, move to sub title discussion. For example this following paragraph:

“To answer and remain confined to the specific original research question, it would appear from the results that temperament is the aspect of personality most closely related to the perception of well-being. In particular, significant associations emerged between novelty-seeking temperament and satisfaction with work and the work context, i.e. the greater the subject's disposition to new stimuli, the greater the perception of well-being in the work context (Rizzo et al., 2022; Maggio et al., 2022). The novelty-seeking type is in fact attracted to new stimuli and potentially more enterprising in initiatives and problem-solving because it often also exhibits traits of creativity and a tendency to innovate (Schweizer, 2006).”

The results that have emerged, although partial, have provided us with some research elements that may guide future studies. For example, we were able to observe that most of the subjects display a reward-dependent temperament type.....etc.