

Peer Review

Review of: "Mitigating the Negative Emotional Effect of Workplace Ostracism on Knowledge Hoarding in Hotel Employees: Beneficial Roles of Core Self-Evaluation and Proactive Personality"

Dr. Fatima Shaikh¹

1. Management Science, Shaheed Zulifkar Ali Bhutto Institute of Science and Technology, Pakistan

Section-wise review;

Introduction: The author has demonstrated sufficient authentic and recent information to write the introduction section.

Literature: The theoretical arguments and connection are built among paragraphs to support the hypothesis.

Methodology: The author has well justified the methodology from the sampling strategy to the data collection. Moreover, the philosophy is missing. The author is suggested to incorporate the research philosophy in the current research study.

However, the Positivism research philosophy is suggested for quantitative or deductive research approaches.

Result: Overall well supported and well justified. Moreover, only one software is utilized. To enhance the robustness of the result section, the author may add or cite other statistical software as well, i.e., Smart PLS or AMOS.

Implication: Practice implication; the author has recommended (cooperative goal interdependence) that individuals high in the Knowledge hoarding role will even make it more complex to accomplish a given task. The author is suggested to look at and provide practically justified implications that could generate positive and productive outcomes for managers and organizations.

However, the current research study highlights the negative emotions based on individual employees' personalities based on an implicit approach, which could be overcome through an appropriate emotional stability training program for both employees and employers.

Declarations

Potential competing interests: No potential competing interests to declare.