

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

Ahmet Cengiz Ucar<sup>1</sup>

<sup>1</sup> Gebze Technical University

**Potential competing interests:** No potential competing interests to declare.

## 1. Inclusion of Gender in the Analysis:

- If gender is to be included in the relationship, the article should be slightly longer, and the effects of both genders on the outcome should be explained more explicitly with comparative data.
- I could not find an explanation in the article regarding why the IPIP inventory was preferred over the NEO-PI. A paragraph explaining this choice should be included in the article.

## 2. Importance of Multigroup SEM Analysis:

- Despite the use of multigroup SEM, only data and graphs from a single gender are available. The SEM analysis has proceeded based on a single gender; the other gender has not been shown, and the details have not been explained. The multigroup SEM analysis needs to be re-conducted.

## 3. Evaluation of Correlation Table:

- I couldn't understand if the correlation table was prepared by considering both genders together. It should be clarified whether the correlation table evaluates both genders jointly and separately.

## 4. Consideration of Estimand Below 0.6:

- The item-construct relationships with estimands below 0.6 should not be considered, and these questions need to be eliminated. Consequently, Cronbach alpha values have also turned out problematic. The reasons for this and the implications on the analysis should be discussed.

## 5. Lack of Hypotheses:

- Additionally, I did not come across any hypotheses in the article. Clearly stating the hypotheses and evaluating whether these hypotheses are supported by the analysis results is essential. If there are no explicit hypotheses, it is important to clarify which research questions the analysis aims to answer and how the findings contribute to the scientific understanding.