

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

Ghadir Pourbairamian¹

¹ Ardabil University of Medical Sciences

Potential competing interests: No potential competing interests to declare.

I found this study examining the mediating role of personality in the relationship between gender and conflict management styles to address an important topic with relevance to organizational psychology. The application of structural equation modeling to test direct and indirect pathways was an appropriate analytical approach. However, there are some areas that could be strengthened to further enhance the theoretical and methodological rigor of the work.

While the literature review provided a comprehensive overview of past research, synthesizing and critically discussing the mixed and inconsistent findings would help contextualize the rationale for examining personality as a potential explanatory mechanism. More explicitly stating the hypotheses earlier in the paper, rather than within the method section, would clarify the theoretical model being tested.

Additional details on sampling methods, participant demographics, and efforts to ensure generalizability would allow for a better evaluation of the external validity of results. Including some relevant control variables like age, education level, or organizational factors may provide a more conservative test of relationships.

Drawing on effect sizes and fully discussing the magnitude and significance of all path coefficients could offer further insights. The practical implications could also be expanded beyond the conclusion. More rigorous consideration of limitations pertaining to cross-sectional design, self-report biases, and generalizability to other cultural contexts would strengthen the work.

The unexpected positive association found between Agreeableness and Avoiding strategies merits a more in-depth discussion. Overall adherence to standard reporting guidelines, including provision of full psychometric information on scales, would enhance methodological rigor.

Addressing these areas more critically in a revised manuscript could add to the theoretical and empirical contributions of examining how gender differences in conflict styles may be explained by personality traits. Please let me know if any part of this review requires clarification or has additional questions.