

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.

Title: Gender and Organizational Conflict Management: The Mediating Role of Personality

General conclusions: The paper discusses a very interesting issue: the effect of gender differences on conflict management preferences. The subject is important and worthy of scientific attention. All of the key terms are defined, the literature used for the purpose of the article is rich and important, and the method of the research is interesting.

Nevertheless, I have some suggestions and questions for the authors:

1. The authors say that "a Polish sample provides a good cultural context to analyze gender roles at work due to high conservatism and unequal distribution of power and resources between both sexes." In my opinion, the article should be presented as a case study of Poland. If the authors admit that they verified their hypotheses in a country of high conservatism, there is a big chance that it does not reflect general rules. The cultural context is very important in gender studies, so the results for different countries can be totally different. Of course, the authors are aware of that limitation as they write about it at the end of the article, but in my opinion, it should be said at the beginning of the article that the current study is a case study of Poland (maybe even in the title of the article).
2. The authors examine the relationships between gender and conflict management styles taking into account only two sexes – males and females. I have a question: why there was no third option in the survey? In my opinion, the survey should give an option: another. I mean, nowadays there are many people who feel they are neither men nor women at the same time or they feel neither men nor women. If the goal of the paper was not to check all of the possibilities (considering genders), there should be at least the third option to mark: another in the survey. In this shape, the research does not correspond to the actual situation in society. Please explain why you considered only two sexes, males and females, in your survey?

Final conclusion: The text needs minor changes - some information must be added, as mentioned above.