

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

Sahanowas Sk¹

¹ Govt. General Degree College

Potential competing interests: No potential competing interests to declare.

Researchers in this study have performed a fantastic job. The study's **rationale** was presented in a logical and sequential manner so that the reader could quickly grasp its importance. All of the study's major variables were thoroughly and meaningfully described, making it easy to understand the study's goal and research gaps.

The **research methodology** used was precise and appropriate for the topic. The result interpretation was presented clearly and included appropriate diagrams.

Researchers **discussed** the ways in which future researchers can obtain ideas for more research.

In my opinion, a few things need to be modified.

Title- The concept of "gender" is treated differently by different academic and scientific fields. Researchers must define and operationalize the concept of gender in the current research.

Abstract- it's better to start with "Research evidences / Empirical researches / Earlier researchers/ etc. in state of "Many authors"

Suggestion: The study is going to be published in 2024. Researchers need to update all the citations (Use research that is from 2010 or at least 2000.) throughout the research reporting, introduction to discussion; they need to use current empirical research. Like

Page no. 1- It was written that 'Women are usuallycares for others (costa, 1991), while menassertive (Eagly....., 1991). Approximately ten years have passed between two research outcomes. How can it be compared between a 1991 study with women and a 2001 study with men? There may have been a change in the current scenario, and researchers may have discovered similarities or differences between men and women in different ways. When researchers compare the nature of two extreme gender categories, they must use two studies with a short time interval or the same study. Hence, researchers need to update all the backdated citations throughout the study, like- (Lindelov & Scott, 1989), (Rahim, 1983), (Berryman-Fink & Brunner, 1987), (Nelson, Lubin, 1991), (Berryman-Fink & Brunner, 1987; Vinacke, Mogy, Powers, Langan, Beck, 1974), (Shockley-Zalabak, 1981; Sternberg & Soriano, 1984; Sternberg & Dobson, 1987), (Chusmir & Mills, 1989; Korabik, Baril, & Watson, 1993; Renwick, 1977; Watson & Hoffman, 1996)) and many more.

Page-3: Gender & Personality- There are numerous studies on gender disparities, so include more than one citation, write earlier research, and update citations. How does a study from 1974 compare to one from 2011? Use current research.

Page 6: Conflict Management Style-The tool used in the study to assess conflict management style was developed in 1983. Is the tool relevant and reliable for the current situation? Is there any current empirical study in the field that can validate the tool's significance and relevance?

IF APA (AMERICAL PSYCHOLOGICAL ASSOCIATION) FORMAT IS FOLLOWED, THEN THE CITATIONS NEED TO BE CORRECTED AS PER APA FORMAT.