

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.

Abstract Section Feedback:

The abstract is comprehensive and sufficiently covers the issues. However, I recommend that you improve it by:

1. The opening statement is weak and should be accompanied by an informed scholarly/empirical argument.
2. Removing "we tried" ...
3. Briefly mentioning the theoretical and practical significance of the study in relation to the variables. The significance of this study is not adequately addressed.

Introduction Section Feedback:

- Majorly, the study aimed to establish the importance of gender in conflict management styles, factoring personality as a mediating variable.
- Consider starting the introduction with a firm narrative hook.
- Some of the arguments are not adequately substantiated, yet this section is foundational. Where are the constructs?

Literature Review

The theoretical review section is evident, and the literature review has been done. However, given the timing of this study, we cannot fully rely on those sources.

Methodology Feedback:

- The methodology is appropriately justified, and both models are adequately presented.

Results and Discussion:

- The study findings are clearly articulated: Agreeableness, Emotional Stability, Conscientiousness, and Extraversion play a mediating role in gender and conflict management. Intellect was related to virtually all conflict management styles (apart from Avoiding) but unrelated to gender.
- The results are sufficiently discussed with the backing of relevant literature.

Overall Feedback:

Thank you for the original advances in the paper. The topic is great, but the study fails to capture contemporary developments addressed in recent research studies. The key arguments under discussion of findings should be anchored in more recent literature.

Citation and References:

The references are relevant but not recent; all the references are studies done before 2018. A majority are over 8-10 years old.