

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

Jagannath Mohanty

Potential competing interests: No potential competing interests to declare.

I am of the view that this work has some novelty, since not much has been explored in the Gender-Conflict space. A large sample size further helps in validating the assumptions and findings. However, the manuscript needs quite some improvement before it gets published. Some of my observations are the following:

1. The study suffers from theoretical rigour. How men and women are different on the Big Five needs more scientific argument. The authors can also look at more sociology literature to bring out the distinction. Since the Big Five is gender neutral, it is hard to arrive at a conclusion on gender distinction without citing more relevant work.
2. The study cites fairly old literature. There are hardly any citations from the last five years. This makes the study look a little dated. The authors need to cite more recent work in all variables and relationships.
3. The discussion also appears a little more generalistic. I would suggest the authors make it more precise and cite literature to back their findings. I would recommend the discussion be divided into Theoretical Implications and Managerial Implications.