

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.

1. Overall

The paper presents an analysis to examine the relationship between gender, conflict management styles, and gender-personality to convince the audience of the mediating role of personality. The findings are not new but have a great sample size to analyse.

Therefore, the authors need to significantly explain the study's methods, connections among sections, and its implications/contribution to theory and practices. There are a couple of suggestions below.

2. Literature

To some extent, the paper shows an adequate understanding of the relevant literature in the field; the list of references covers some significant publications. However, the authors do not have many "current studies" in the named section but only examine publications until 2015. This creates a gap in literature analysis.

3. Methodology

The research methods employed are for analysing the relationship between gender, conflict management styles, and gender-personality to figure out the mediating role of personality.

However, I haven't clearly seen the bridge between these two analyses. I wonder if the researchers can explain at the beginning of the methodology how they connect these two parts? Also, there are no clearly developed hypotheses for the study. Kindly add them.

In addition, the sample includes people who are not at working age (up to 79 years old). Can the group explain why people not at working age are included in the analysis of organisation management?

5. Implications for research, practice, and/or society

The authors need to discuss more thoroughly the implications of the research in terms of theory, practice, and/or society. It is hard to see these contributions clearly in the writing now.

