

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

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

Koscielniak, M., Jarosław Piotrowski, J., Żemojtel-Piotrowska, M. (2024). Gender and Organizational Conflict Management: The Mediating Role of Personality. Qeios. <https://doi.org/10.32388/PVG03R>

### Introduction

In the following work, I will carry out a review of the previously mentioned article. This will briefly encompass its general areas of opportunity, as well as some specific points that I consider to be relevant, as by changing them, the article, in its totality, will improve in the way it delivers its message to the readers.

### Review

#### Orthographic or grammatical improvements:

1. "tried" should be "attempted" or "endeavored" for formal writing.
2. "Big Five Model theory" should be "Big Five Model Theory."
3. "Poles" should be capitalized as it refers to a nationality.
4. "we detected" should be "detected" for conciseness.
5. "Despite some limitations, the study sheds" should be "Despite some limitations, this study sheds" for clarity.
6. "it is assumed that gender has a strong" should be "There is an assumption that gender has a strong" for clarity.
7. "gender based" should be "gender-based" as it's a compound adjective.
8. "were not confirmed" should be "were not confirmed," for proper punctuation.
9. "Extraversion is a personality trait that seems" should be "Extraversion, a personality trait, seems" for clarity.
10. "so concurrently with the previous study" should be "Concurrently with the previous study," for proper punctuation.
11. "Intellect is described by Goldberg" should be "Intellect, described by Goldberg," for proper punctuation.
12. "what makes it close to Openness to Experience" should be "which makes it close to Openness to Experience" for clarity.
13. "Its correlation with conflict management styles" should be "Its correlation with conflict management styles," for proper punctuation.

14. "Previous studies provided support for its irrelevance" should be "Previous studies provided support for the irrelevance" for clarity.
15. "In conclusion, we expect that gender differences in conflict resolution styles will be a result of indirect effects of gender via personality traits, mainly of Agreeableness and Emotional Stability." - Suggest revising for clarity: "In conclusion, we expect that gender differences in conflict resolution styles will result from indirect effects of gender via personality traits, primarily Agreeableness and Emotional Stability."
16. "No financial reward was provided for participation in the research." - Suggest revising for clarity: "Participants did not receive any financial reward for their participation in the research."
17. "and for structural equation modelling, the AMOS software was employed." - "Modelling" should be spelled as "modeling."

These are minor suggestions to enhance clarity and consistency. Overall, the article is well-structured and informative

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#### **Redaction improvements:**

1. "Many authors examined the interplay between gender and conflict management preferences, but those findings were often mixed and inconsistent." - Consider revising for clarity and conciseness: "Numerous authors have examined the interplay between gender and conflict management preferences, yielding often mixed and inconsistent findings."
2. "Rahim's inventory was used for identifying five conflict management styles, and the Big Five Model theory was a base for assessing participants' personality traits." - Suggest revising for clarity: "We used Rahim's inventory to identify five conflict management styles and based our assessment of participants' personality traits on the Big Five Model."
3. "Based on the structural equation modeling, we detected multiple indirect mediating paths of gender on conflict management via personality traits, while no direct effect of gender was observed." - Suggest revising for clarity and conciseness: "Through structural equation modeling, we identified several indirect mediating paths of gender on conflict management via personality traits, with no direct effect observed."
4. "Therefore, we focused on analyzing the full-mediational model." - Consider revising for clarity: "Thus, we focused on analyzing the full-mediation model."
5. "Therefore, we focused on the analysis of the full-mediational model." - Suggest revising for conciseness: "Thus, we focused on analyzing the full-mediation model."
6. "The obtained results offer new evidence in the arena of organizational conflict research." - Consider revising for clarity: "The results obtained provide new evidence in the field of organizational conflict research."
7. "In light of those results, the gender differences (understood consistently with common stereotypes) seem to be strongly" - Suggest revising for clarity: "Based on these results, gender differences (consistent with common stereotypes) appear to be strongly"

#### **Conclusion**

Overall, it is certainly a good article. The topic is interesting, denotes a comfortable previous investigation, the type of



vocabulary matches the intended audience, it just lacks a bit of carefulness in terms of writing and redaction, nothing that cannot be quickly fixed.