

# Review of: "Temperament, Character and Organisational Well-being among Obstetrics and Gynaecology Personnel"

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**Potential competing interests:** No potential competing interests to declare.

Thank you very much for the opportunity to review this article. The article was interesting to read. This research would be a significant contribution to the existing literature in the field of organizational wellbeing as there is dearth of research in the obstetrical-gynaecological sphere. I offer my suggestions below.

May I suggest the authors mention the context of the study – the location where the data was collected.

Please provide the full form of the abbreviations at the first mention (in both the abstract and the paper). As a general rule, all non-standard abbreviations in research papers are written out in full on first appearance while providing the abbreviations in parentheses.

As for the description of Instruments, may I suggest the authors include a sample question used for each dimension measured.

There seems to be a contradiction in describing the dimensions of Temperament and Character. The Paragraph 4 under Section 1.2 shows Temperament having four dimensions - self-directedness, cooperativeness, self-transcendence and persistence, whereas in the Abstract Temperament is shown to have three dimensions - novelty seeking, harm avoidance, and reward dependence. The lines 3 and 4 in Section 1.4, while postulating the hypothesis, depict Temperament having seven dimensions - persistence, self-transcendence, cooperation, harm avoidance, self-directedness, reward dependency, and novelty seeking. Further, the factor structure described in the study is inconsistent with that of Cloninger et al. (1993). According to them the four dimensions of Temperament are novelty seeking, harm avoidance, reward dependence, and persistence, and the three dimensions of Character are self-directedness, cooperativeness, and self-transcendence.

Please cite the source of the Instrument selected to measure Organizational Well-being - CIVIT Organisational Well-being Questionnaire.

With regard to the summing up of the overall conclusion of the study under Section 4 Conclusion, there appears to be a disagreement between these two sentences (from different paragraphs):

“To answer and remain confined to the specific original research question, it would appear from the results that *temperament* is the aspect of personality most closely related to the perception of well-being.”

“In particular, it is not so much temperament, and thus the basic disposition of the individual (Yldirim et al., 2023), but character, formed from social interactions, that characterises the perception of organisational well-being in one's work environment.”