

REVIEWER'S REPORT

Manuscript No.: **IJAR-53181**

Date: 8/8/25

Title: A Preliminary Validation of the Role PICS (O) Instrument for Assessing Coping Styles among Managers in the Indian Context

Recommendation:

Accept as it is YES

Accept after minor revision.....

Accept after major revision

Do not accept (*Reasons below*)

Rating	Excel.	Good	Fair	Poor
Originality			Fair	
Techn. Quality			Fair	
Clarity			Fair	
Significance			Fair	

Reviewer Name: Dr Sapna Dadwal

Date: 8/8/25

Reviewer's Comment for Publication.

(To be published with the manuscript in the journal)

The reviewer is requested to provide a brief comment (3-4 lines) highlighting the significance, strengths, or key insights of the manuscript. This comment will be Displayed in the journal publication alongside with the reviewers name.

This paper offers a rigorous and contextually relevant validation of Pareek's Role PICS instrument, providing robust statistical evidence for its reliability and applicability in assessing coping styles among Indian managers.

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Detailed Reviewer's Report

Review Report

The paper titled "A Preliminary Validation of the Role PICS (O) Instrument for Assessing Coping Styles among Managers in the Indian Context" (2020) presents a valuable contribution to organizational psychology by re-examining the psychometric properties of Pareek's (1983) Role PICS. The study

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effectively highlights the instrument's design, a semi-projective tool comprising 24 pictorial situations used to assess coping strategies under role stress. By classifying responses into eight dimensions, the authors offer a structured framework to differentiate between avoidance-oriented (dysfunctional) and persistence-oriented coping styles within the Indian managerial context. The methodology, involving self-administered responses and subsequent scoring, is well explained. The paper's strength lies in its focus on internal consistency, construct validity, exploratory factor analysis, and reliability testing, which provide credible statistical evidence for the instrument's applicability. The results reinforce the instrument's relevance for diagnosing coping patterns and understanding stress responses in workplace scenarios. The paper is methodologically sound, contextually relevant, and offers a strong foundation for further research.