

## REVIEWER'S REPORT

Manuscript No.: IJAR-53181

Date: 09-08-2025

**Title: A Preliminary Validation of The Role Pic O Instrument for Assessing Coping Styles Among Managers In Indian Context 2020 ver 1.2**

### 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		✓		
Techn. Quality		✓		
Clarity		✓		
Significance		✓		

Reviewer Name: Shafiya Akhter

### Reviewer's Comment for Publication.

#### Abstract Evaluation:

The abstract provides a clear and concise description of the Role PICS instrument, including its origins, structure, and purpose. It outlines the semi-projective nature of the tool, its reliance on 24 pictorial situations, and the nature of responses required from participants. The explanation of the eight coping dimensions—Impunitive, Intrapunitive, Extrapunitive, Defensiveness, Impersistive, Intrapersistive, Extrapersistive, and Interpersistive—adds depth, along with the classification of the first four as avoidance-oriented and dysfunctional in the Indian context. The research objective is well stated, focusing on determining the psychometric properties of the instrument. The mention of statistical analyses, including internal consistency, construct validity, exploratory factor analysis, and reliability testing, confirms the empirical foundation of the work. Overall, the abstract successfully encapsulates the study's scope, methodology, and significance.

#### Keywords Evaluation:

The keywords—*Role PICS, Assessment Scale, Establishing Psychometrics Properties*—are relevant and aligned with the study's focus, aiding in thematic indexing and retrieval.

#### Introduction Evaluation:

The introduction sets a clear background by contrasting the general understanding of everyday stress with the less-explored domain of stress in work environments. It contextualizes the study within the broader field of coping and adaptation research, supported by references to foundational literature (Coelho, Hamburg, & Adams, 1974; Moos, 1986; Pareek, 1977). The framing highlights the relevance of investigating coping mechanisms in professional contexts, particularly managerial roles. The tone is academic and consistent, establishing a logical rationale for the study.

# International Journal of Advanced Research

**Publisher's Name: Jana Publication and Research LLP**

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### **Overall Assessment:**

The section demonstrates clarity in presenting the instrument's purpose and theoretical foundation. The combination of a concise methodological overview and a focused literature-based introduction positions the work as a meaningful contribution to organizational psychology and stress management research in the Indian context. The academic tone, detailed description of the instrument, and explicit research objective enhance the credibility and relevance of the study.