



A QUANTITATIVE ABCD ANALYSIS ON FOSTERING EMOTIONAL INTELLIGENCE AMONG THE COLLEGE TEACHERS

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Article DOI: <https://doi.org/10.36713/epra14182>

DOI No: 10.36713/epra14182

ABSTRACT

Purpose: This study emphasises how crucial it is for college professors to understand both the benefits and drawbacks of emotional intelligence (EI). Such knowledge gives teachers the necessary tools to improve their teaching strategies, foster positive connections with their students, and deftly handle challenging classroom situations.

Methods: A quantitative ABCD framework was used to assess the significance of EI in teachers' work engagement. To understand the complex function of EI among college instructors, a thorough assessment of the literature was necessary. The study also used a focused group interview approach, where participants' evaluations of college professors' emotional intelligence were evaluated by allocating significant weights. The statistical analysis of these weighted perceptions was conducted.

Findings: The advantages, benefits, constraints, and disadvantages (ABCD) of the ABCD framework for emotional intelligence were examined to see how they affected college teachers' performance. The research showed that there are more advantages to emotional intelligence than disadvantages. Importantly, Emotional Intelligence showed the least amount of drawbacks, indicating its potential as an effective method for raising teachers' general performance.

Originality value: This study emphasises the relevance of emotional intelligence in the context of higher education and the necessity for educators to understand both its advantages and disadvantages. Teachers who have a thorough understanding of EI are better able to foster cooperation, support personal development, steer and clear of the complications of emotional dynamics in the classroom.

Paper Type: Empirical Research

KEYWORDS: Quantitative ABCD, Emotional Intelligence, Procrastination, Job Overload Work, Disengagement.

1. INTRODUCTION

Emotional intelligence is a type of social intelligence that includes the ability to perceive and interpret both one's own and others' emotions. It entails differentiating between different emotions and applying this knowledge to impact one's thoughts and behaviours [1]. This notion is part of assessing and communicating emotions, both vocally and nonverbally, controlling emotions in oneself and others, and using emotional knowledge to solve issues. The emotional intelligence framework organizes the available research on individual variations in interpreting and adapting to emotional input [2]. In recent years, Western organisations have seen an increase in the use of Emotional Intelligence (EI) evaluations for job selection and placement. This development reflects an increasing realisation that EI abilities are critical to an organization's management philosophy and overall performance. According to a survey of prominent firms' practises, four out of five are actively attempting to incorporate EI into their organisational framework[3]. Many academic factors, such as the lengthy syllabus, difficult coursework, extended study hours, lack of peer support, competitive environment, authoritative faculty, lack of recreational options, distance from home, financial constraints, uncertain career prospects, as well as cultural and minority concerns, contribute to stress among medical and engineering students [4-6]. In order to create a learning environment that promotes pleasant social connections, active engagement, and a sincere desire for learning, a teacher must have a thorough understanding of both individual and group motivations and



behaviours. The teacher must be aware of their own feelings, values, and attitudes as well as how others see them in order to perform this function effectively[7]. Consistently receiving constructive criticism from pupils, coworkers, and administrators gives teachers a useful tool for evaluating their performance. Strong Emotional Intelligence (EI) people are open to criticism and use it to improve their performance over time. According to Mortiboys (2005)[8], educators with high EI abilities display qualities including optimism, flexibility, cooperation, confidence, authority, approachability, openness, and excitement.

Understanding the benefits and downsides of emotional intelligence is crucial for college instructors because it gives them the skills they need to improve their instruction, strengthen student-teacher bonds, and effectively manage classroom dynamics. Teachers who are aware of the advantages of emotional intelligence are better equipped to provide a pleasant learning environment, while those who are aware of its drawbacks are more likely to grow personally and be flexible in the face of adversity. This knowledge promotes teachers' professional development, supports student wellbeing, fosters teamwork, and guarantees that they can successfully negotiate the challenging emotional terrain of education, which is advantageous to both their personal growth and the overall educational experience of their students. Hence this study is an attempt to assess the importance of EI in teachers work engagement using Quantitative ABCE framework.

2. THE REVIEW OF LITERATURE

Table 1: Selected papers related to corporate social responsibility

S. No.	Area/Focus	Contribution	References
1	Person Organization Fit	The study looked at how several factors of how well novice instructors fit into their work environment (P-O fit) affect their chances of remaining in the teaching profession in the United States. The findings found that the opinion of how well first-year teachers (FYT) fit in with their other teaching colleagues was the most critical factor in whether they lasted in their professions. This emphasises the need of cultivating a feeling of alignment among FYTs and their colleagues in schools. These findings have significant implications for creating successful induction programmes and improving the teacher recruiting process in educational institutions.	Miller, J. M., & Youngs, P. (2021) [9]
2	Work-Life balance	This study looked at how Indian teachers from varied academic backgrounds handled work-life balance in both universities and colleges. The findings revealed that characteristics such as teachers' duties, appointment type, academic stream involvement, and the type of institution they worked at had a direct and noticeable impact on their work-life balance. The research, however, showed no significant variations in work-life balance depending on gender or marital status.	Punia, V., & Kamboj, M. (2013) [10]
3	Clerical and Administrative Tasks	Effective leadership may be measured by adept time management. Competent leaders should prioritise time as a critical aspect that must be addressed. Administrators in charge of a school with a special education programme must be acutely aware of the demands of kids with special needs and their instructors. Because of their limitations, these pupils require undivided attention from the teacher. The purpose of this brief study was to highlight the relevant components of time management for special education instructors' effective work execution. The findings of this study may be used as a reference for both special education instructors and administrators, assisting in the prevention of difficulties such as excessive workloads, stress, and pressure.	Samaden, I. S. B. (2021) [11]
4	Work engagement	The proposal is based on the Job Demands-Resources Model, which proposes that teachers' work-related well-being is the result of two parallel processes: an energetic process (involving job demands, burnout, and illness) and a motivational process (involving job resources, engagement, and organisational commitment). Furthermore, the hypothesis suggests some links between these	Hakanen, J. J., Bakker, A. B., & Schaufeli, W. B. (2006) [12]



		processes. The findings confirmed the existence of both processes, with the energetic process taking precedence. Specifically, (1) burnout was discovered to mediate the impact of high job demands on ill health, (2) work engagement was discovered to mediate the influence of job resources on organisational commitment, and (3) burnout was discovered to be a mediator for the impacts of insufficient resources on poor engagement.	
5	Emotional Intelligence	The authors analysed important criteria used to assess potential teachers' emotional intelligence levels and offered thorough explanations for each factor. The study revealed that emotional competency is extremely important for both instructors and pupils, as it facilitates successful social interactions. The research findings can be used to develop programmes targeted at improving emotional intelligence, particularly in conflict resolution and anticipating their repercussions in a professional teaching situation.	Safina, A. M., Arifullina, R. U., Ganieva, A. M., & Katushenko, O. A. (2020) [13]
6	ABCD Listing of digital financial inclusion	They investigated the benefits and pitfalls of digital financial inclusion. They thoroughly investigated the advantages, benefits, limits, and downsides related with this notion.	S. M. Riha Parvin, & Niyaz Panakaje. (2022) [14]
7	ABCD Listing of User Experience in Virtual Meetings	The metaverse was created as a result of a pioneering commercial venture that allows customers to customise their virtual meeting experiences. Fashion brands, in cooperation with video game developers and corporations, have cleverly produced digital collections that have reached millions of gamers worldwide by using online communities on meta platforms.	Madhura, K., & Panakaje, N. (2022) [15]
8	ABCD Listing of Stock Market Participation	They used the ABCD framework to analyse the merits and downsides of stock market involvement, offering useful insights into the dynamics of participation.	Parvin, S. R., & Panakaje, N. (2022) [16]
9	Affecting Factors & Critical Constituent Elements on BOP	In the context of BOP (Bottom of the Pyramid) interaction, they highlighted a range of difficulties encompassing operations, stakeholders, business, and users/customers.	Raj and Aithal (2018) [17]
10	Affecting Factors & Critical Constituent Elements on Black Ocean Strategy	Author methodically described problems including administrative, business, external, employee, and operational domains, providing a thorough knowledge of the Black Ocean Strategy framework's complexity.	Aithal, P. S., and Shailashree, V. T., and Kumar, P. M. Suresh. (2015) [18]
11	Quantitative ABCD on BOP	They emphasised the need of quantitative ABCD research in determining the attractiveness and viability of the bottom of the pyramid market. This successful marketing approach is a critical aspect in the creation of a long-term company model. The research quantifies several aspects and their aggregate ranking inside a BoP sector.	Raj, K., & Aithal, P. S. (2022) [19]
12	Quantitative ABCD on social media	They began an investigation on the impact of social media on customer behaviour in the field of online fashion purchasing. The study applies a quantitative ABCD analysis to investigate the extent to which social media platforms influence customers' purchase decisions while purchasing fashion products. Furthermore, by delving deeper into these dynamic relationships, the study hopes to shed light on the educational purpose of social media.	Madhura, K., & Panakaje, N. (2023) [20]
13	ABCD Listing of Student Development	These models are advised for enhancing graduate characteristics and raising graduates who are independent, self-assured, and equipped with employment skills. The focus is on boosting entrepreneurship	Aithal & Maiya, (2022) [21]



	and Service Models	and productivity in students while also focusing on their whole development.	
14	ABCD Listing of Evolution of Information Communication Technologies	Examining the advancements in 4G, 5G, and 6G wireless technologies, the article investigates how these advancements answer the increased security requirements for financial transactions and enhanced multimedia capabilities	Aithal, (2016) [22]
15	ABCD Listing of Online E-Campus Interview Training MOOC Framework	This research presents a prototype MOOC framework for thorough online interview training, including information on the course's syllabus, tools, and material. Its objective is to provide an approachable e-training platform for next studies.	Shenoy et al., (2018) [23]
16	ABCD Listing of Online Campus Placement Model	this study demonstrates the viability and broad application of online campus recruiting, which benefits businesses, students, families, society, and institutions.	Shenoy and Aithal (2016) [24]
17	ABCD Listing of Choice-Based Credit System (CBCS)	In the age of globalisation and educational reform, CBCS gives students access to a variety of institutions all over the world. It allows for easy credit transfer.	Aithal, P. S., & Kumar, P. M. (2016) [25]
18	ABCD Listing of Nanotechnology in Energy Solutions	The study investigates the possibilities of nanotechnology in energy contexts, exploring ideas like artificial photosynthesis and nano-modified solar cells. Future energy crisis remedies and commercial opportunities are also taken into account.	Aithal & Aithal, (2016) [26]
19	ABCD Listing of New Attitude-Behaviour Theory	This theory offers insights into management behaviour and its organisational influence by examining how a leader's behaviour is founded in their attitudes, emotions, and prior experiences.	Aithal & Aithal, (2019) [27].
20	ABCD Listing of Government scheme	The significance of government programmes in strengthening religious minorities is examined in this thorough assessment of the literature. Its objective is to discover research gaps and identify factors that affect minority empowerment while weighing the advantages, disadvantages, advantages, and limits.	Nushrath and Panakaje, N. (2023) [28]
21	ABCD Listing of digital marketing	This study examines the specifics of startup emergence, probing the reasons behind their decision to use digital marketing to reach a wider audience. The research also makes an effort to predict the future by looking at previous and present patterns. In order to completely examine the Advantages, Benefits, Challenges, and Drawbacks related to startups adopting digital marketing tactics, the study uses an ABCD analysis.	Dsouza, A., & Panakaje, N. (2023) [29]
22	ABCD Listing of Arivu Loan	Education finance options like student loans are become more common. The purpose of this study was to look at the educational loans provided by the Arivu Loan Scheme, especially for religious minorities. In order to offer a thorough knowledge of the scheme's impact, the research evaluates the scheme's advantages, benefits, constraints, and disadvantages using an ABCD analysis.	Nushruth & Panakaje, N. (2023)

3. OBJECTIVES OF THE STUDY

- To Enumerate the advantages, benefits, constraints, and disadvantages of emotional intelligence.
- To Determine the essential components and elements that influence emotional intelligence in college professors.



- To Examine the influence of emotional intelligence on productivity, taking into account its advantages and disadvantages.
- To Assess the ABCD framework's applicability in analysing emotional intelligence's function in improving college instructors' performance.

4. ABCD LISTING OF EMOTIONAL INTELLIGENCE

ABCD Framework for Emotional Intelligence: The study uncovers a substantial body of work centered on the ABCD analytical framework. This framework investigates many Aspects, Benefits, Constraints, and Disadvantages, as well as quantitative findings. Prior to beginning the inquiry, the researcher discusses the following characteristics of emotional intelligence among college professors, with the goal of providing a thorough grasp of the problems and potential:

Advantages	Benefits
1. Conflict Resolution: Emotional intelligence helps individuals to better resolve disagreements, resulting in easier interpersonal interactions and healthier relationships. 2. Calm Under Pressure: People with strong emotional intelligence can keep their cool in stressful situations, which helps them make better decisions and solve problems. 3. Emotional Intelligence Promotes a pleasant Work Culture: Emotional intelligence promotes a pleasant work environment by encouraging trust, open communication, and collaboration among team members. 4. Self-Awareness: Emotional intelligence improves self-awareness by assisting people in understanding their emotions, strengths, and areas for improvement.	1. Constructive Feedback: Emotional intelligence promotes personal and professional development by facilitating the giving and acceptance of constructive feedback. 2. Productive Under strain: People with emotional intelligence can stay productive even when they are under strain, assuring constant performance. 3. Individual Accountability: Emotional intelligence enables people to accept responsibility for their actions, which leads to enhanced accountability. 4. Idea Sharing: Because emotional intelligence promotes open-mindedness, it is simpler to exchange ideas and cooperate on creative solutions.
Constraints	Disadvantages
1. Competition: Individuals with high levels of emotional intelligence may engage in unhealthy competition, hurting collaboration. 2. Self-effectiveness: An overemphasis on personal effectiveness as a result of emotional intelligence may result in overconfidence and impaired receptivity to criticism. 3. Time limits: Emotional intelligence may not always manage time limits effectively, thereby influencing decision-making in time-critical circumstances. 4. job overload: While emotional intelligence can help with stress management, it may not completely avoid job overload, which can contribute to burnout.	1. Procrastination: People with high emotional intelligence may nonetheless suffer with procrastination, delaying work despite being aware of the negative consequences. 2. Overconfidence: People with high emotional intelligence may overestimate their talents, forcing them to take on more than they can handle. 3. Organisational Consequences: Emotional intelligence can unintentionally spread existing prejudices within an organisation, undermining diversity and inclusion initiatives. 4. Negative Emotions: Regardless of emotional intelligence, individuals may experience negative emotions such as sadness and feelings of helplessness, which can have a detrimental influence on their general well-being.

5. KEY ATTRIBUTES AFFECTING EMOTIONAL INTELLIGENCE

Various key attributes of EI has been listed below:

Table 2: Emotional Intelligence among college teachers' determinants and key characteristics

S. No.	Determinant Issues	Key Attributes
1	Poor Person Organization Fit	Co-Worker Interaction, Greater Motivation, Fulfilling Job Demand
2	Work-Life Imbalance	Take Breaks, Invest In Relationships, Self-Management
3	Clerical and Administrative Tasks	Prioritization, Time Management, Emotional Regulation Techniques
4	Work disengagement	Effective Communication and Feedback, Confidence, Sense of Control

Source: Author



6. FACTOR ANALYSIS OF EMOTIONAL INTELLIGENCE

Table 3: Factor Analysis of Emotional Intelligence using ABCD Framework

Determinant Issues	Key Attributes	Advantages	Benefits	Constraints	Disadvantages
Poor Person Organization Fit	Co-Worker Interaction	conflict management	Constructive feedback	Competition	Procrastination
	Greater Motivation	Calm under pressure	Productive under pressure	Self-efficacy	Overconfident
	Fulfilling Job Demand	Positive work culture.	Personal accountability	Propagate existing biases	Organizational consequences
Work-Life Imbalance	Take Breaks	feel better physically	stress management	Work overload	feelings of laziness
	Invest In Relationships	Positive thinking	Idea sharing	conflicts of interest	Low Self-Esteem
	Self-Management	take initiative	adapt to change	Comfort zone	No transition
Clerical and Administrative Tasks	Prioritization	self-awareness	Open-mindedness	Time constraints	Lack of delegation
	Time Management	Greater focus	Less procrastination	Over workload	Fatigue and stress
	Emotional Regulation Techniques	better social skills.	better mental health	emotional outbursts	Negative emotions
Work disengagement	Effective Communication and Feedback	builds trust	improving teamwork	Differences in perception	Misunderstandings
	Confidence	positive attitude	limits self-criticism	Negative thinking	depression
	Sense of Control	better relationships	Enhanced interpersonal skills	Feeling powerless	Weight of Failure

Source: Author

7. ELEMENTARY ANALYSIS BASED ON CRITICAL CONSTITUENT ELEMENTS

Table 4: Advantageous factors affecting the determinant issues of stress coping mechanism and its critical constituent elements

Determinant Issues	Key Attributes	Advantageous Factors Affecting Determinant Issues	Critical Constituent Element
Poor Person Organization Fit	Co-Worker Interaction	conflict management	increased participation
	Greater Motivation	Calm under pressure	better decisions
	Fulfilling Job Demand	Positive work culture.	better job performance
Work-Life Imbalance	Take Breaks	feel better physically	Low absenteeism
	Invest In Relationships	Positive thinking	Job Satisfaction
	Self-Management	take initiative	better creativity
Clerical and Administrative Tasks	Prioritization	self-awareness	maximizes strengths
	Time Management	Greater focus	Eliminate distractions
	Emotional Regulation Techniques	better social skills.	better teamwork, cooperation
Work disengagement	Effective Communication and Feedback	builds trust	feel safe and respected
	Confidence	positive attitude	career progression
	Sense of Control	better relationships	brainstorming

**Table 5: Benefit factors affecting the determinant issues of stress coping mechanism and its critical constituent elements**

Determinant Issues	Key Attributes	Beneficial Factors Affecting Determinant Issues	Critical Constituent Element
Poor Person Organization Fit	Co-Worker Interaction	Constructive feedback	ensure a strong culture
	Greater Motivation	Productive under pressure	performance-boosting
	Fulfilling Job Demand	Personal accountability	Perform efficiently
Work-Life Imbalance	Take Breaks	stress management	Improved work engagement
	Invest In Relationships	Idea sharing	more likelihood of success
	Self-Management	adapt to change	expands your capacity
Clerical and Administrative Tasks	Prioritization	Open-mindedness	Encourages research
	Time Management	Less procrastination	Better quality work
	Emotional Regulation Techniques	better mental health	Reduces employee turnover
Work disengagement	Effective Communication and Feedback	improving teamwork	Organisation Citizenship Behaviour
	Confidence	limits self-criticism	Perceived Organisation Support
	Sense of Control	Enhanced interpersonal skills	overcome stressful situations

*Source: Author***Table 6: Constraint factors affecting the determinant issues of stress coping mechanism and its critical constituent elements**

Determinant Issues	Key Attributes	Constraints Factors Affecting Determinant Issues	Critical Constituent Element
Poor Person Organization Fit	Co-Worker Interaction	Competition	sense of burnout
	Greater Motivation	Self-efficacy	exert less effort
	Fulfilling Job Demand	Propagate existing biases	reputational damage
Work-Life Imbalance	Take Breaks	Work overload	poor work-hour productivity
	Invest In Relationships	conflicts of interest	job loss
	Self-Management	Comfort zone	Resistance to engage in new experiences
Clerical and Administrative Tasks	Prioritization	Time constraints	compromised work quality
	Time Management	Over assignment	dissatisfied and undervalued
	Emotional Regulation Techniques	emotional outbursts	negative consequences for career
Work disengagement	Effective Communication and Feedback	Differences in perception	less job satisfaction
	Confidence	Negative thinking	Work disengagement
	Sense of Control	Feeling powerless	lack of autonomy and participation

Source: Author



Table 7: Disadvantageous factors affecting the determinant issues of stress coping mechanism and its critical constituent elements

Determinant Issues	Key Attributes	Disadvantageous Factors Affecting Determinant Issues	Critical Constituent Element
Poor Person Organization Fit	Co-Worker Interaction	Procrastination	worse career prospects
	Greater Motivation	Overconfident	poor decision-making
	Fulfilling Job Demand	Organizational consequences	team-working deficiencies
Work-Life Imbalance	Take Breaks	feelings of laziness	demotivate others
	Invest In Relationships	Low Self-Esteem	job insecurity
	Self-Management	No transition	Demotion
Clerical and Administrative Tasks	Prioritization	Lack of delegation	low morale
	Time Management	Fatigue and stress	workplace mistakes
	Emotional Regulation Techniques	Negative emotions	sabotage
Work disengagement	Effective Communication and Feedback	Misunderstandings	unfair judgement
	Confidence	depression	miss deadlines
	Sense of Control	Weight of Failure	underperformance

Source: Author

8. QUANTITATIVE CRITICAL CONSTITUENT ELEMENT OF

This section delves into the numerous key elements of emotional intelligence under the focal area belonging to the ABCD analysis constructs.

Please mark the box that best expresses your ideas.

Agree [3];

Neutral [2];

Disagree [1].

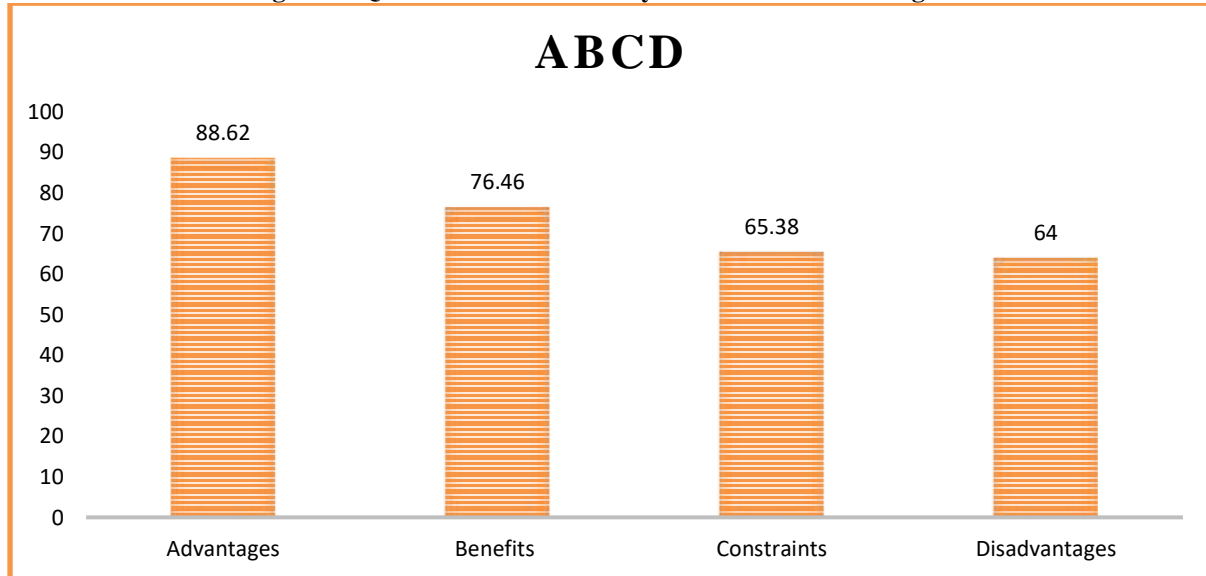
Table 8: Total means score of Advantageous factors influencing value creation through CSR and their CCEs

Determinant Issues	Advantages		Benefits		Constraints		Disadvantages	
	Key Attributes (Total Score)	Determinant Issues (Total Score)	Key Attributes (Total Score)	Determinant Issues (Total Score)	Key Attributes (Total Score)	Determinant Issues (Total Score)	Key Attributes (Total Score)	Determinant Issues (Total Score)
Social issue	125	376	109	328	89	280	86	271
	128		115		94		94	
	123		104		97		91	
Economic issue	118	358	111	334	88	267	88	264
	116		108		89		87	
	124		115		90		89	
Environmental issue	115	355	106	331	91	279	81	258
	123		111		94		88	
	117		114		94		89	
Management issue	122	373	88	269	94	281	90	273
	129		90		94		92	
	122		91		93		91	
Total Mean Score	88.62		76.46		65.38		64	

Source: Compiled by the Researcher

9. GRAPHICAL REPRESENTATION OF FACTORS AFFECTING EMOTIONAL INTELLIGENCE

Figure 1: Quantitative ABCD analysis of Emotional Intelligence



The ABCD framework's components—Advantages, Benefits, Constraints, and Disadvantages—of Emotional Intelligence for improving college instructors' performance were represented by the combined mean scores in Figure 1. The investigation showed that Emotional Intelligence has more advantages (MS=88.62) than benefits (MS=76.46) and constraints (MS=65.38). It is noteworthy that Emotional Intelligence has the lowest degree of disadvantages (Mean Score = 54.2), indicating that using EI may be a useful tactic for improving teachers' performance.

10. CONCLUSION

In summary, this study emphasises the critical position that emotional intelligence (EI) plays in the field of higher education. Understanding both its benefits and disadvantages will help educators maximise its potential to improve teaching strategies, create strong teacher-student bonds, and masterfully control classroom dynamics. The adoption of a Quantitative ABCE framework together with a thorough literature analysis and focused group interviewing technique helped to illuminate the complex facets of EI among college professors. The data clearly show that EI offers a number of advantages above and beyond its benefits and limits, as represented by the ABCD framework's components: advantages, benefits, constraints, and disadvantages. It should be noted that Emotional Intelligence showed the least amount of drawbacks, indicating its potential as a powerful tactic to improve teachers' general performance. This study contributes to the current discussion on the importance of emotional intelligence for educators' professional development and its significant impact on enhancing students' educational experiences.

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