

References

- Ali, S.A.M., Said, N.A., Abd Kader, S.F., Ab Latif, D.S. and Munap, R., 2014. Hackman and Oldham's job characteristics model job satisfaction. *Procedia-Social and Behavioral Sciences*, 129, pp.46-52.
- Anderson, D.M. and Stritch, J.M., 2016. Goal clarity, task significance, and performance: Evidence from a laboratory experiment. *Journal of Public Administration Research and Theory*, 26(2), pp.211-225.
- Armat, M. R., Assarroudi, A., Rad, M., Sharifi, H., and Heydari, A. 2018. Inductive and deductive: Ambiguous labels in qualitative content analysis. *The Qualitative Report*, 23(1), 219-221.
- Arora, B., 2017. Importance of emotional intelligence in the workplace. *International Journal of Engineering and Applied Sciences*, 4(4), p.257492.
- Ashkanasy, N.M., Humphrey, R.H. and Huy, Q.N., 2017. Integrating emotions and affect in theories of management. *Academy of Management Review*, 42(2), pp.175-189.
- Berkovich, I. and Eyal, O., 2018. The effects of principals' communication practices on teachers' emotional distress. *Educational management administration & leadership*, 46(4), pp.642-658.
- Burgard, C. and Görlitz, K., 2014, October. Continuous training, job satisfaction and gender: An empirical analysis using German panel data. In *Evidence-based HRM: a global forum for empirical scholarship*. Emerald Group Publishing Limited.
- Choudhary, N., Naqshbandi, M.M., Philip, P.J. and Kumar, R., 2017. Employee job performance: The interplay of leaders' emotion management ability and employee perception of job characteristics. *Journal of Management Development*.
- Connelly, S., Friedrich, T.L., Vessey, L., Shipman, A., Day, E.A. and Ruark, G., 2013. A conceptual framework of emotion management in leadership contexts. *Leader interpersonal and influence skills: The soft skills of leadership*, pp.101-136.
- Diamantidis, A.D. and Chatzoglou, P., 2018. Factors affecting employee performance: an empirical approach. *International Journal of Productivity and Performance Management*.

- Edmonds, W. A., and Kennedy, T. D. 2016. An applied guide to research designs: Quantitative, qualitative, and mixed methods. Sage Publications.
- Elfenbein, H.A. and MacCann, C., 2017. A closer look at ability emotional intelligence (EI): What are its component parts, and how do they relate to each other?. *Social and Personality Psychology Compass*, 11(7), p.e12324.
- Fabi, B., Lacoursière, R. and Raymond, L., 2015. Impact of high-performance work systems on job satisfaction, organizational commitment, and intention to quit in Canadian organizations. *International Journal of Manpower*.
- Ghaffari, S., Shah, I., Burgoyne, J., Nazri, M. and Salleh, J., 2017. The influence of motivation on job performance: A case study at Universiti Teknologi Malaysia. Sara Ghaffari, Dr. Ishak Mad Shah, Dr. John Burgoyne, Dr. Mohammad Nazri, Jalal Rezk Salleh., *The Influence of Motivation on Job Performance: A Case Study at Universiti Teknologi Malaysia. Aust. J. Basic & Appl. Sci*, 11(4), pp.92-99.
- Goleman, D., 2017. Leadership that gets results. In *Leadership Perspectives* (pp. 85-96). Routledge.
- Good, J., Gavin, M.B., Ashkanasy, N.M. and Thomas, J.S., 2014. The wisdom of letting go and performance: The moderating role of emotional intelligence and discrete emotions. *Journal of Occupational and Organizational Psychology*, 87(2), pp.392-413.
- Gunnarsdóttir, H.M., 2016. Autonomy and emotion management. Middle managers in welfare professions during radical organizational change. *Nordic Journal of Working Life Studies*, 6, pp.87-108.
- Hackman, J.R. and Oldham, G.R., 1975. Development of the job diagnostic survey. *Journal of Applied psychology*, 60(2), p.159.
- James, C., Crawford, M. and Oplatka, I., 2018. An effective paradigm for educational leadership theory and practice: connecting effect, actions, power and influence. *International Journal of Leadership in Education*.
- Judge, T.A. and Zapata, C.P., 2015. The person-situation debate revisited: Effect of situation strength and trait activation on the validity of the Big Five personality traits in predicting job performance. *Academy of Management Journal*, 58(4), pp.1149-1179.

- Judge, T.A., Weiss, H.M., Kammeyer-Mueller, J.D. and Hulin, C.L., 2017. Job attitudes, job satisfaction, and job affect: A century of continuity and of change. *Journal of applied psychology*, 102(3), p.356.
- Khan, M.R., Roy, S.K. and Hossain, S.K., 2019. Factors Affecting Garments Employees Perception on Job Performance: Evidence from Bangladesh. *International Journal of Management and Sustainability*, 8(1), pp.32-47.
- Kulkarni, C.E., Bernstein, M.S. and Klemmer, S.R., 2015, March. PeerStudio: rapid peer feedback emphasizes revision and improves performance. In *Proceedings of the second (2015) ACM conference on learning@ scale* (pp. 75-84).
- Lai, F.Y., Tang, H.C., Lu, S.C., Lee, Y.C. and Lin, C.C., 2020. Transformational leadership and job performance: The mediating role of work engagement. *Sage Open*, 10(1), p.2158244019899085.
- Little, L.M., Gooty, J. and Williams, M., 2016. The role of leader emotion management in leader-member exchange and follower outcomes. *The Leadership Quarterly*, 27(1), pp.85-97.
- Mohamad, M. and Jais, J., 2016. Emotional intelligence and job performance: A study among Malaysian teachers. *Procedia Economics and Finance*, 35, pp.674-682.
- Oldham, G.R. and Fried, Y., 2016. Job design research and theory: Past, present and future. *Organizational Behavior and Human Decision Processes*, 136, pp.20-35.
- Parker, S.K., Morgeson, F.P. and Johns, G., 2017. One hundred years of work design research: Looking back and looking forward. *Journal of applied psychology*, 102(3), p.403.
- Renn, R.W. and Vandenberg, R.J., 1995. The critical psychological states: An underrepresented component in job characteristics model research. *Journal of Management*, 21(2), pp.279-303.
- Robinson, L., 2018. The identity curation game: digital inequality, identity work, and emotion management. *Information, Communication & Society*, 21(5), pp.661-680.
- Saunders, M. N., Lewis, P., Thornhill, A., and Bristow, A. 2015. Understanding research philosophy and approaches to theory development.

- Sharma, A., Agrawal, R. and Khandelwal, U., 2019. Developing ethical leadership for business organizations: A conceptual model of its antecedents and consequences. *Leadership & Organization Development Journal*.
- Shanghai, S. and Pila-Ngarm, P., 2016, August. The interaction effect of job redesign and job satisfaction on employee performance. In *Evidence-based HRM: a Global Forum for Empirical Scholarship*. Emerald Group Publishing Limited.
- Tucker, M.K., Jimmieson, N.L. and Bordia, P., 2018. Supervisor support as a double-edged sword: Supervisor emotion management accounts for the buffering and reverse-buffering effects of supervisor support. *International Journal of Stress Management*, 25(1), p.14.
- Vasquez, C.A., Niven, K. and Madrid, H.P., 2020. Leader interpersonal emotion regulation and follower performance. *Journal of Personnel Psychology*, 19(2), p.97.