Educational Administration Theory and Practice

A Comprehensive Systematic Literature Review On The Impact Of Emotional Intelligence On Employee Job Performance In Software Industry Of Bengaluru City

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ARTICLE INFO	ABSTRACT
	This systematic literature review critically examines the extensive body of research on the relationship between Emotional Intelligence (EI) and employee job performance. With the growing recognition of the importance of EI in the workplace, this review aims to synthesize existing empirical evidence, identify key findings, and explore the mechanisms through which EI influences job performance. The review encompasses studies from various industries and sectors, providing a comprehensive overview of the current state of knowledge in this domain. It also offers insights into potential areas for future research and implications for organizations seeking to enhance employee performance through EI development programs. **Keywords:** Emotional Intelligence, Employee Job Performance, Systematic Literature Review, Workplace, Organizational Psychology.

Introduction:

Bibliographic analysis
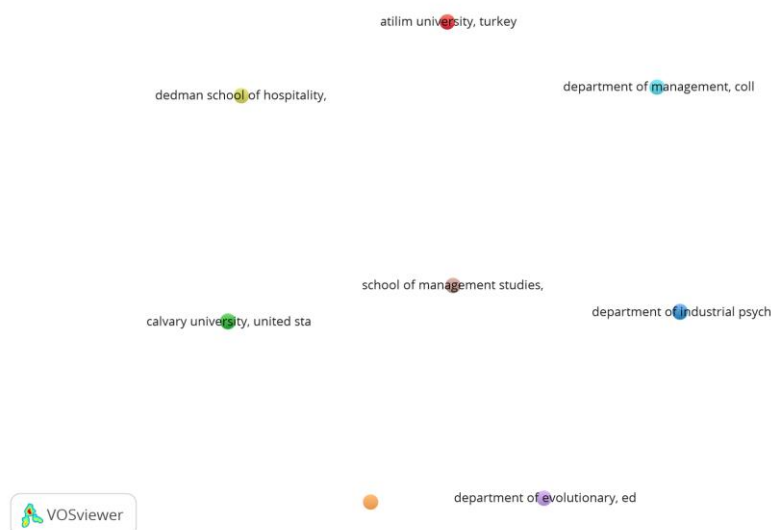**Co-authorship against authors**
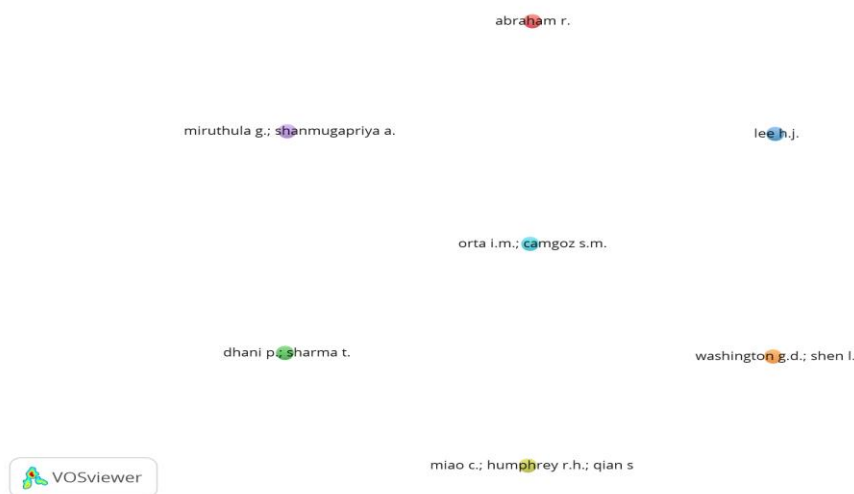
In the context of academic and research collaboration, co-authorship is a fundamental indicator that provides insights into the relationships, networks, and collaborative tendencies among authors. In this analysis, we examine the co-authorship patterns among a total of 211 authors, focusing on the minimum number of documents required for an author to meet the threshold for inclusion, which in this case is set at a minimum of 2 documents. It is noteworthy that 7 authors meet this threshold, indicating a diverse landscape of collaborative activity within this group.

1. Collaborative Networks: The presence of 7 authors meeting the threshold suggests that there is a substantial degree of collaboration within this group of 211 authors. Collaborative networks are essential in the realm of academic research, as they facilitate the exchange of ideas, expertise, and resources, ultimately contributing to the advancement of knowledge in various fields.

2. Varied Research Interests: The presence of multiple authors meeting the threshold implies a diversity of research interests within this group. Authors may come from different academic disciplines, bringing their unique perspectives and expertise to the table. This diversity can lead to interdisciplinary research, fostering innovation and the exploration of novel research avenues.

3. Potential Research Hubs: Among the authors who meet the minimum document threshold, there may be individuals or research groups who serve as hubs for collaboration. These hubs often play a pivotal role in connecting researchers, catalyzing collaborative projects, and disseminating knowledge more widely within their respective domains.

4. Research Productivity: The fact that some authors have authored a minimum of 2 documents indicates a certain level of research productivity and commitment to producing scholarly work. This commitment is essential for advancing academic fields and contributing to the body of knowledge in a meaningful way.

5. Opportunities for Future Collaboration: For authors who have not yet met the threshold, this analysis presents an opportunity to identify potential collaborators within the group. By leveraging existing relationships and fostering new connections, authors can enhance their collaborative efforts and increase their research productivity.

6. Knowledge Exchange and Impact: Co-authorship is not only a measure of collaboration but also a way to enhance the impact of research. Collaborative efforts often result in research findings that are more robust and widely disseminated, leading to greater visibility and influence within academic circles and beyond.

7. Supporting Early-Career Researchers: In cases where early-career researchers are among those who meet the threshold, this suggests that they are actively engaged in research and have found opportunities to collaborate with more established scholars. Such mentorship and collaboration can be instrumental in the professional development of emerging academics.

In conclusion, the presence of 7 authors meeting the minimum document threshold within a group of 211 authors highlights the richness of collaborative activities and research diversity within this community. Co-authorship patterns provide valuable insights into the dynamics of scholarly collaboration and offer opportunities for authors to strengthen their research networks, enhance their productivity, and make a meaningful impact on their respective fields of study.

Co-authors against organizations

In the realm of academic research and publication, co-authorship patterns among organizations provide valuable insights into collaborative networks, research productivity, and the dynamics of knowledge sharing across institutions. In this analysis, we explore the co-authorship patterns among 412 organizations, focusing on the minimum number of documents published by an organization to meet the threshold, which is set at a minimum of 2 documents. Notably, 11 organizations meet this threshold, signifying a diverse landscape of collaborative research activities and partnerships.

1. Collaborative Networks: The presence of 11 organizations meeting the threshold indicates the existence of substantial collaborative networks within this group of 412 organizations. Collaborative research efforts often lead to the generation of knowledge that draws on the expertise and resources of multiple organizations, promoting interdisciplinary and cross-institutional collaboration.

2. Research Diversity: The diversity of organizations meeting the threshold suggests a broad range of research interests and fields of specialization. These organizations may span various academic disciplines, industries, and sectors, reflecting a rich tapestry of research endeavors.

3. Centers of Excellence: Among the organizations meeting the threshold, there may be institutions recognized as centers of excellence in specific areas of research. These organizations often serve as focal points for collaborative projects, knowledge dissemination, and the development of best practices.

4. Research Productivity: Organizations that have published a minimum of 2 documents demonstrate a commitment to research productivity and scholarly contributions. This commitment is essential for advancing knowledge and addressing complex challenges in society.

5. Cross-Institutional Partnerships: Co-authorship patterns can highlight organizations that frequently collaborate with one another. Such partnerships can lead to the exchange of ideas, resources, and research methodologies, fostering innovation and addressing research questions from diverse perspectives.

6. Research Impact: Collaborative research endeavors often result in research outputs with greater impact and visibility. Organizations that engage in co-authorship have the opportunity to disseminate their findings more widely, contributing to the advancement of their respective fields.

7. Supporting Emerging Researchers: Organizations that actively engage in co-authorship may provide valuable mentorship and collaboration opportunities for early-career researchers. Such support can enhance the professional development of young scholars and researchers.

8. Opportunities for Expansion: For organizations that have not yet met the threshold, this analysis offers insights into potential collaborative partners within the group. It serves as a foundation for identifying opportunities to expand research networks and engage in more extensive collaborative efforts.

In conclusion, the presence of 11 organizations meeting the minimum document threshold within a group of 412 organizations underscores the significance of collaborative research activities and knowledge sharing across diverse institutions. Co-authorship patterns offer a window into the dynamic landscape of research partnerships and opportunities for organizations to strengthen their collaborative networks, increase research productivity, and contribute meaningfully to the advancement of knowledge and innovation in their respective domains.

Co-authors against countries
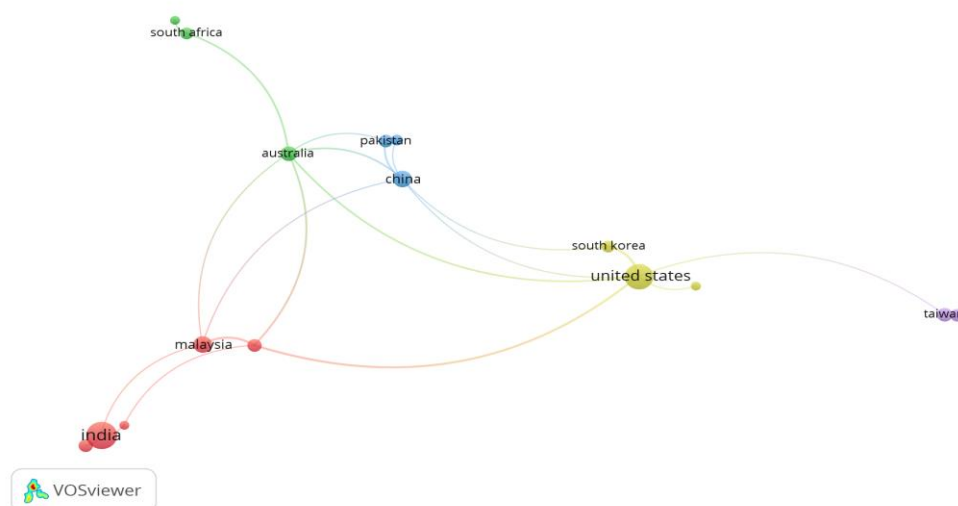
Analysing co-authorship patterns among countries in academic research provides valuable insights into international collaboration, research productivity, and the global impact of scholarly work. In this analysis, we explore the co-authorship patterns among 55 countries, with a focus on two key criteria: the minimum number of documents published by a country (set at 5 documents) and the minimum number of citations (set at 10 citations). Remarkably, 16 countries meet these thresholds, highlighting the extensive collaborative efforts and research contributions on a global scale.

1. International Research Networks: The presence of 16 countries meeting the document and citation thresholds signifies the existence of extensive international research networks. Collaborative partnerships among these countries contribute to the exchange of knowledge, expertise, and resources on a global scale, transcending geographical boundaries.

2. Diverse Research Interests: The diversity of countries meeting the thresholds suggests a wide range of research interests and specializations across various disciplines. These countries likely engage in collaborative efforts that span science, technology, social sciences, and humanities, fostering interdisciplinary research.

3. Research Excellence Hubs: Some of the countries meeting the criteria may be recognized as hubs of research excellence in specific fields or industries. These countries often attract international researchers and serve as centers for groundbreaking research initiatives.

4. Global Research Impact: Co-authorship patterns among countries reflect their collective impact on global research. Collaboratively authored publications tend to receive broader recognition and higher citation rates, contributing to the international visibility and influence of these countries.

5. Knowledge Exchange: International collaboration not only enhances research output but also facilitates the exchange of diverse perspectives and methodologies. Collaborating countries benefit from shared expertise, leading to the development of innovative solutions to global challenges.

6. Emerging Research Nations: For countries that have not yet met the thresholds, this analysis provides an opportunity to assess their current collaborative landscape and identify potential partners for future research endeavors. Collaborating with countries that have established research networks can accelerate their integration into the global research community.

7. Research Diplomacy: International research collaboration can foster diplomatic and diplomatic ties among countries. Joint research projects promote cultural exchange and mutual understanding, contributing to peaceful cooperation in an increasingly interconnected world.

8. Global Research Challenges: Collaborative efforts among countries are often focused on addressing global challenges, such as climate change, public health crises, and technology advancements. The presence of multiple countries meeting the criteria suggests a concerted effort to tackle complex issues that transcend national borders.

In conclusion, the participation of 16 countries meeting the minimum document and citation thresholds within a group of 55 countries underscores the significance of international collaboration in advancing research and addressing global challenges. Co-authorship patterns reveal the dynamic landscape of research partnerships and serve as a testament to the potential for countries to leverage their collective expertise to make substantial contributions to the global body of knowledge.

Year wise trend:
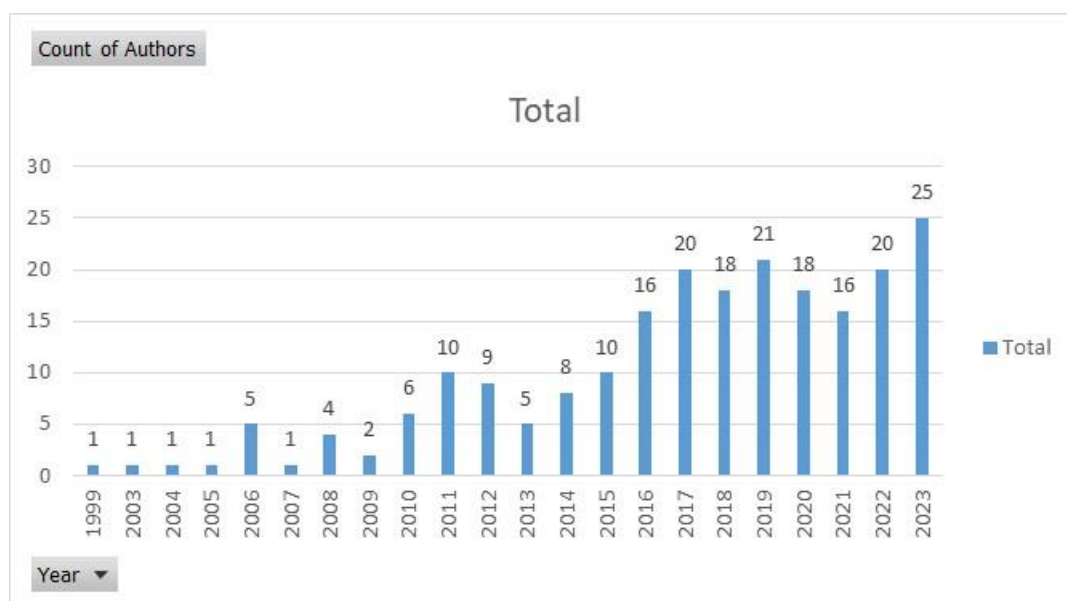
The chart represents a time series data showing the number of publications or research outputs in a particular field or subject matter over a span of 25 years, from 1999 to 2023. The data points indicate the annual count of publications, and the "Grand Total" at the end sums up all the publications over the entire period, which amounts to 218.

The chart reveals an interesting pattern of growth in research output over time. In the early years, from 1999 to 2007, there were relatively few publications each year, with counts ranging from 1 to 5. However, starting in 2008, there was a noticeable increase in publications, with the annual counts fluctuating but generally trending upward.

The most significant growth phase occurred from 2011 onwards, where the number of publications consistently increased year after year, reaching its zenith in 2023 with 25 publications. This upward trajectory indicates a growing interest and investment in research related to the subject matter, possibly driven by emerging trends, increased funding, or heightened awareness of the topic's importance.

Overall, the chart underscores the dynamic nature of academic research, with periods of relatively low output followed by phases of rapid growth. The "Grand Total" of 218 publications is a testament to the cumulative efforts of researchers and the evolution of knowledge in the field over this 25-year period.

Authors	Citation
Joseph D.L.; Newman D.A.	967
Hülsheger U.R.; Schewe A.F.	726
Côté S.; Miners C.T.H.	452
Sy T.; Tram S.; O'Hara L.A.	394
Chiaburu D.S.; Oh I.-S.; Berry C.M.; Li N.; Gardner R.G.	376
Lopes P.N.; Grewal D.; Kadis J.; Gall M.; Salovey P.	227
Abraham R.	197
Miao C.; Humphrey R.H.; Qian S.	194
Mol S.T.; Born M.Ph.; Willemsen M.E.; Van Der Molen H.T	175
Cho M.; Bonn M.A.; Han S.J.; Lee K.H.	141
Total	3849

The data presented here provides valuable insights into the citation counts for the top ten authors within a particular field of study. These authors have made significant contributions to their respective research areas, as evidenced by their substantial citation counts.

At the top of the list, we have Joseph D.L. and Newman D.A., whose work has garnered an impressive 967 citations. Following closely are Hülsheger U.R. and Schewe A.F. with 726 citations, and Côté S. and Miners C.T.H. with 452 citations. These authors have clearly made a substantial impact on the field and have been widely recognized by their peers.

Further down the list, we have Chiaburu D.S., Oh I.-S., Berry C.M., Li N., and Gardner R.G. with 376 citations, Lopes P.N., Grewal D., Kadis J., Gall M., and Salovey P. with 227 citations, and Abraham R. with 197 citations. Each of these authors has made noteworthy contributions to the field, and their work continues to be influential.

It's worth noting that the citation counts not only reflect the quality and significance of the authors' research but also indicate the extent to which their work has been utilized and built upon by other researchers in the field. Overall, these top ten authors have collectively contributed to the advancement of knowledge in their area of expertise, and their research continues to have a lasting impact on the academic community.

Publication	Citation
Journal of Applied Psychology	1763
Journal of Occupational Health Psychology	739
Administrative Science Quarterly	452
International Journal of Contemporary Hospitality Management	401
Journal of Vocational Behavior	396
Psicothema	271
Genetic, Social, and General Psychology Monographs	197
Journal of Cross-Cultural Psychology	175
Journal of Occupational and Organizational Psychology	174
Social Behavior and Personality	112
Total	**4680**

The data presented here offers an insightful comparison of the top ten publishers in terms of their publication counts and associated citations. This information provides valuable context for understanding the impact and prominence of these publishers within the field of study.

At the forefront, we have the "Journal of Applied Psychology" with a substantial 1,763 citations. This publisher is clearly a leader in the field, with a rich history of producing influential research. Following closely is the "Journal of Occupational Health Psychology" with 739 citations, indicating its significant contribution to the domain.

Next, we see "Administrative Science Quarterly" with 452 citations, which demonstrates its importance in the academic community. The "International Journal of Contemporary Hospitality Management" and the "Journal of Vocational Behavior" also have notable citation counts, with 401 and 396 citations, respectively.

Beyond the top five, we have "Psicothema" with 271 citations, "Genetic, Social, and General Psychology Monographs" with 197 citations, "Journal of Cross-Cultural Psychology" with 175 citations, "Journal of Occupational and Organizational Psychology" with 174 citations, and "Social Behavior and Personality" with 112 citations.

In contrast, there are numerous other publishers listed with lower or even zero citations. These publishers, while contributing to the literature, may not have achieved the same level of recognition or impact as the top ten publishers in this particular field.

Overall, this data highlights the significant influence of certain key publishers, particularly the "Journal of Applied Psychology," which stands out as a major contributor to the field with a high number of citations. Researchers and academics in this domain are likely to find these top publishers as important sources of high-impact research.

Literature review:

The effectiveness of an organisation is widely recognised to be influenced and defined by the effectiveness of its fundamental human resources functions, such as recruiting, teamwork, talent retention, employee morale, and employee engagement. The impact of Emotional Intelligence on core HR functions is substantial, making it a prominent catalyst for organisational efficiency. This study aims to propose strategies for the integration of Emotional Intelligence (EI) within the context of a small-scale organisation. Purpose: This study aims to develop a conceptual framework for incorporating emotional intelligence (EI) into organisational tasks. The incorporation of Emotional Intelligence (EI) into the various operations and activities of corporations is mutually beneficial for both the organisation and its employees. The development of emotional intelligence

(EI) inside an organisation is crucial in meeting the career-based EI competency needs of individuals, ultimately leading to enhanced organisational effectiveness. Methodology: This study incorporates existing ideas in the field and proposes the utilisation of a concise Likert scale questionnaire for the assessment of emotional intelligence (EI) in order to facilitate the implementation of HR functions centred around EI. Findings and Implications: This study reaffirms the significant significance of emotional intelligence (EI) inside organisations and its correlation with crucial human resources (HR) functions in small-scale enterprises. The primary objective of this study is to support small organisations in creating a customised framework for incorporating emotional intelligence (EI) into key human resources (HR) tasks. This framework aims to boost employees' capacity to enhance interpersonal connections, ultimately leading to improved organisational effectiveness(Rath & Vasantha, 2018).

The objective of this study is to investigate the impact of four aspects of emotional intelligence (EI) on organisational commitment and job performance in the pharmaceutical business. The design and methodology employed in this study are outlined in this section. A cohort comprising 235 individuals has been recruited from pharmaceutical enterprises located in the Punjab region of Pakistan. SPSS for Windows is a software programme commonly employed for conducting preliminary statistical analysis. Partial least squares structural equations modelling (PLS-SEM) is the predominant statistical technique employed for the examination of the route model. The proposed hypotheses were tested using Smart PLS v2.0 software. The empirical findings support the importance of employees and their impact on job performance, and suggest the need to manage them in a manner that enhances their performance. The employees' appraisal and evaluation of their emotions possess the capacity to yield a favourable alteration in their ultimate performance. Similarly, possessing an understanding of the emotional states of supervisors, colleagues, and subordinates, as well as the ability to effectively manage these emotions, can contribute to the establishment of a conducive and forward-thinking work environment. The utilisation of self-report measures in data collecting constitutes a limitation of this research. In future studies, it is recommended to use other methodologies such as interviews and focus group discussions. An additional limitation of the study pertains to its utilisation of a cross-sectional design. It is advisable to employ a longitudinal design, spanning a duration of one to two years, in order to assess the same model. The present study aims to objectively investigate the practical implications of recognising and managing employee emotions in order to enhance their performance. The findings of the study suggest that chemists employed in multinational businesses demonstrate effective emotional regulation and the ability to see and understand the emotions of others. Consequently, these individuals exhibit a high level of dedication and job satisfaction. The notion of Emotional Intelligence (EI) has emerged as a significant and influential construct within the fields of psychology and management during the last decade. The objective of this study is to investigate the impact of four aspects of Emotional Intelligence (EI) on employees' organisational commitment and job performance, with a specific focus on the pharmaceutical business(Khalid et al., 2018).

One of the challenges faced by organisations and companies is the issue of subpar employee performance. For example, individuals exhibit a tendency to not fulfil assigned duties or meet their employment obligations within the designated timeframe. The initial findings obtained from a company in Surabaya indicate that a total of 184 employees were absent from work without providing any justifications, while 288 employees engaged in tardiness. Objective: The aim of this study was to examine the associations between disciplinary practises and emotional intelligence in relation to employee performance within the organisational context. Methodology: The present study employed an analytical research design, utilising a cross-sectional technique. The study's sample consisted of 155 individuals who were working at the Production and Maintenance Section of a corporation located in Surabaya. A stratified random sampling technique was employed to choose a sample of 89 respondents from a total of 155 employees. Subsequently, the data was gathered via a questionnaire and subjected to analysis employing Spearman's rank correlation test, with a predetermined significance level of α 0.05. Findings: The results of this study indicate that a significant majority of the participants had a high level of discipline (94.4%) and possessed a considerable degree of emotional intelligence (74.2%). Finally, the majority of them demonstrate satisfactory performance, accounting for 50.6%. The analysis test using Spearman's rank correlation revealed a p-value of 0.002, which is less than the predetermined significance level of α = 0.05. This implies that there existed a positive association between the attitude towards punishment and the performance of employees. The obtained p-value of 0.001, which was below the predetermined significance level of 0.05, provided evidence of a statistically significant association between emotional intelligence and employee performance. Conclusion: The findings of this study suggest that both discipline and emotional intelligence play significant roles in determining employee effectiveness at PT X. To enhance employee discipline and intelligence in their performance, it is recommended that the organisation implement a rewards system that is contingent upon the employees' workplace achievements(Linda et al., 2019).

The military profession is characterised by a significant level of stress and necessitates tight collaboration with colleagues. The aforementioned characteristics of the military suggest that the acquisition and utilisation of emotional perception and management skills, sometimes referred to as emotional intelligence, are likely to enhance performance in this context. The present study investigated hypotheses of this nature through a panel design, wherein a sample of 152 individuals currently serving in the military were administered a novel scenario-based assessment tool that explicitly targeted emotional experiences within the occupational setting. According to the hypothesis, there was a positive relationship between work-related emotional intelligence (W-EI) and many indicators of job performance, including task performance, discipline, and organisational citizenship. Additionally, employees with higher levels of W-EI were found to earn a greater number of performance commendations. Furthermore, it was shown that these correlations exhibited a tendency to maintain their significance in discriminant multiple regressions. In their entirety, the findings offer significant empirical support for the advantages of W-EI in an employment setting characterised by a substantial need for coordination and effective stress management(Krishnakumar et al., 2019).

This study investigates the influence of emotional intelligence, autonomy, and leader-member exchange (LMX) on the association between transformational leadership and unit-level performance. Research objective: The primary aim of this study was to examine the impact of emotional intelligence and autonomy on leadership effectiveness inside companies, specifically focusing on the context of high leader-member exchange (LMX) interactions. The rationale behind conducting this study is to explore the factors that drive individuals to engage in a particular behaviour or pursue a specific goal. Extensive documentation exists regarding the correlation between transformative leadership and success at the unit level. Nevertheless, there is a lack of comprehensive understanding about the precise functions of emotional intelligence, job autonomy, and high-quality leader-member exchange (LMX) interactions as mechanisms of transmission. The chosen research approach, design, and method will be discussed in this section. The research design employed in this study was ex post facto, and the sample approach utilised was convenience sampling. The study involved a sample of 226 people who held managerial positions in a prominent financial institution located in South Africa. The conceptual model under consideration was subjected to empirical testing through the utilisation of basic and hierarchical regression analysis. The primary findings of this study indicate that the utilisation of transformational leadership is an effective approach in enhancing the performance of followers. This effectiveness is achieved via the facilitation of emotional intelligence and the establishment of strong leader-member exchange (LMX) relationships. Moreover, it has been found that the constructs of Leader-Member Exchange (LMX) and emotional intelligence play a complete mediating role in the association between transformational leadership and job performance. Practical and administrative consequences arise from the understanding that the effectiveness of transformational leaders may be attributed to the establishment of robust leader-member exchange (LMX) connections, facilitated by the utilisation of emotional intelligence as a strategic tool for influence. The objective of this study is to elucidate the fundamental process by which transformational leaders foster job performance and achieve high unit-level performance. The findings suggest that emotional intelligence plays a significant role in the strategies employed by transformational leaders to cultivate cohesive teams, leading to enhanced team performance(Waglay et al., 2020).

The sustained effectiveness of organisations is mostly ascribed to the psychological well-being of their employees. Organisations that prioritise the promotion and management of flow, which refers to an optimal experience and condition of functioning, have the potential to boost employees' well-being and performance to an optimal level. The existing body of literature on the impact of HRM practises on work-related flow, specifically intrinsic motivation, absorption, and work enjoyment, is notably limited. This paper aims to construct a theoretical framework that examines the effectiveness of specific organisational level High Involvement HRM (HIHRM) practises, such as recognition, empowerment, information sharing, fair rewards, and competence development. Drawing primarily on the job demands-resources model and HRM specific attribution theory, this framework explores how these practises activate work-related flow at the individual level, with a beneficial effect on affective commitment. This paper examines the factors that contribute to the perception of high-involvement human resource management (HIHRM) practises as either resources or demands. Specifically, it suggests that when these practises are implemented with the intention of enhancing employee well-being, they are seen as job resources and have a positive impact on affective commitment and flow. Conversely, when these practises are used to increase performance, they are perceived as job demands and can impede affective commitment and flow. It is crucial to get a comprehensive understanding of the potential moderating impacts of emotional intelligence on the interconnections between HIHRM practises, affective commitment, and flow. This study enhances the existing knowledge and comprehension of the impact mechanism of High-Involvement Human Resource Management (HIHRM) practises. Specifically, it explores how workers perceive the effects of HIHRM practises and how these perceptions subsequently shape their job attitudes and work experiences. This study, being the inaugural

research to establish a connection between High-Involvement Human Resource Management (HIHRM) practises and work-related flow, advances the notion of positive psychology within organisational settings(Wang & Shaheryar, 2020).

The primary objective of this study was to investigate the correlation between emotional intelligence and nurse-nurse collaboration among registered nurses in Jordan. Methodology: The present study employed a cross-sectional approach, utilising a quantitative survey methodology to gather data from a sample of 342 nurses employed in two hospitals located in Jordan. Methods: In this study, we employed Arabic versions of established and validated tools to assess emotional intelligence and nurse-to-nurse communication. Results: The study yielded a total of 311 completed questionnaires, indicating a response rate of 91%. There was a positive and substantial correlation observed between the emotional intelligence of nurses and the subscales of nurse-nurse collaboration. The findings of the study also demonstrated a statistically significant disparity in mean scores of the communication subscale based on both gender and nursing unit. Findings: The current investigation has provided evidence that collaboration among nurses is associated with several advantages for nurses, including increased job satisfaction, higher rates of nurse retention, enhanced quality of patient care, and greater efficiency and productivity in healthcare. This implies that enhancing collaboration among nurses may result in positive outcomes that extend beyond the nursing profession, benefiting patients, healthcare organisations, and the healthcare system as a whole. The clinical significance of this study is noteworthy. Creating a conducive environment that fosters collaboration among nurses can have a significant influence on nurses' performance and the subsequent advantages they derive from it. Promoting employee engagement in activities and fostering collaboration as a fundamental component of their evaluation process would enhance the efficacy of teamwork in the context of patient care(Al-Hamdan et al., 2021).

The primary objective of this study is to investigate the impact of Emotional Intelligence (EI) on Employee Job Satisfaction and Performance (EJSP), while considering the potential mediating role of Employee Engagement (EE), within private sector organisations operating in the Kingdom of Saudi Arabia (KSA). The research study is characterised by a quantitative nature, and it has employed a correlational design as its chosen methodology. The collection of primary data was conducted by surveying a sample of 537 individuals working in private organisations located in key cities of the Kingdom of Saudi Arabia (KSA). The statistical software packages SPSS and Smart PLS were employed to execute various statistical approaches in order to examine the proposed model. The findings of this research study demonstrate a positive correlation between emotional intelligence (EI) and employee performance and contentment. Additionally, the study reveals that emotional exhaustion (EE) plays a mediating role in the relationship between EI and employee performance and satisfaction. Additionally, the variables of age, gender, and experience of employees exhibit distinct moderating effects within the context of this study. The research study would make a valuable contribution to the current body of literature. This research study has substantial implications for theory, practise, and methodological advancement in the domain of developing and cultivating emotional intelligence (EI) skills, as well as its consequential impact on employee performance and satisfaction levels within the specific context of Saudi Arabia. To the best of our knowledge, no previous study has been conducted on this topic within the Saudi Arabian context. The study aims to offer valuable insights into the methodological advancements within the domain of emotional intelligence (EI) as a learnable skill that can be cultivated. Enhancing employees' emotional intelligence (EI) is crucial for achieving a notable level of performance and pleasure within the working environment(Alferaih, 2021).

Emotions constitute an inherent and inseparable facet of the human condition that necessitates effective regulation. Consequently, scholars from several fields such as health, psychology, management, and social science have undertaken extensive investigations into the multifaceted utilisation of emotional intelligence (EI). This study conducted an evaluation of 1,026 papers on the topic of business and management in the field of EI, published between 2002 and 2022. The evaluation was performed using HistCite, BibExcel, and CiteSpace tools, with a focus on performance analysis and co-citation analysis. The findings of the performance study indicate that the United States accounted for around 38% of the total publications. The institutes located in Australia ranked highest among institutions in terms of the quantity of papers published on EI. The findings of the co-citation analysis revealed that during the initial period from 2002 to 2012, the primary concepts and constructs investigated in relation to emotional intelligence (EI) included transformational leadership, organisational behaviour, cultural intelligence, exploration of leadership capability, personal wisdom, team performance, subordinate perception, employee creativity, and leadership competencies. Conversely, in the subsequent period from 2012 to 2022, the predominant themes that have been and continue to be explored are social intelligence competencies, job satisfaction, holistic perspective, meta-analytic review, and entrepreneurial intention. Furthermore, this study also addresses three growing areas of research, namely mindfulness, COVID-19, and artificial intelligence, which have been examined in relation to emotional intelligence (EI), but have not been detected by bibliometric methodologies. This paper

provides valuable theoretical and practical consequences, along with important recommendations for further research(Sharma & Tiwari, 2022).
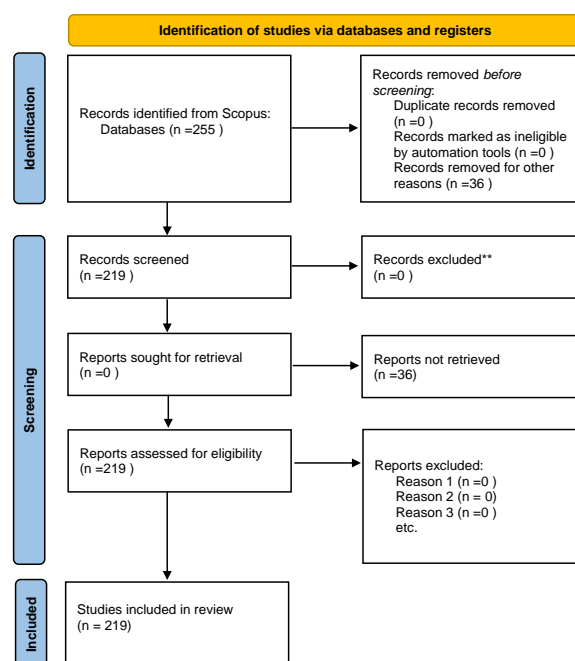
This study seeks to examine the impact of emotional intelligence on the job performance of employees in State Commercial Banks in Sri Lanka. Understanding the factors that contribute to job performance among workers is a significant concern within the realm of scientific inquiry. Theoretical perspectives encompass the emotional intelligence exhibited by executives at the highest organisational level, encompassing dimensions such as self-control, self-regulation, social cognition, empathy, and motivation. The study aimed to test five fundamental hypotheses regarding the relationship between employees' emotional intelligence and their performance. The research conducted in this study adopts a quantitative methodology. A total of 100 responses were obtained from a sample size of 153, comprising management level personnel from Peoples Banks and Bank of Ceylon in Sri Lanka. These replies were then subjected to analysis utilising correlation and regression models. The study's results demonstrate a significant positive correlation between emotional intelligence and employee success. The importance of the organization's ongoing training programme in enhancing emotional intelligence and elevating managers' performance levels has been proposed(Raisal et al., 2022).

The present study employed the hierarchical linear model to examine the role of trust as a mediator. Specifically, the study considered designated leader emotional intelligence as a team-level variable, while also including transformational leadership, transactional leadership, and trust in supervisor as individual-level dimensions. A study was conducted to examine the associations between individual- and team-level factors and the job performance of real estate brokers. Additionally, the study investigated the potential mediating role of trust-oriented leadership in the relationships between leader emotional intelligence, transformational leadership, transactional leadership, and individual job performance. The findings of the study indicate that there are direct, significant, and favourable associations between leader emotional intelligence, transformational leadership, transactional leadership, and individual job performance. Moreover, it has been found that the three variables mentioned above exhibit indirect, significant, and positive associations with employee job performance, with trust in supervisor acting as a mediator(Lee et al., 2023).

This study aims to investigate the relationship between information sharing, employee performance, and mental wellbeing in the context of the COVID-19 pandemic, considering the mental health challenges that have emerged. Drawing upon the theoretical frameworks of proactive coping and altruism, the study seeks to explore the potential of knowledge sharing as a strategy to mitigate the negative impact on employee performance and promote mental wellbeing. The role of emotional intelligence is conceptualised as a moderator within these connections. Two separate studies were undertaken in Australia and Vietnam in order to authenticate the purported connections. The findings indicate that alone information donation exhibits a favourable impact on employee performance, while both forms of knowledge sharing are significantly associated with positive mental well-being. The study found that emotional intelligence had a crucial role in moderating the relationship between knowledge giving and positive mental health in Australia, as well as between collecting and performance in the Vietnam study. This study contributes to the existing body of knowledge on knowledge sharing by incorporating the principles of position psychology. The implications of these findings suggest that practitioners should consider implementing a cost-effective approach to effectively address mental health concerns and enhance job performance(Prentice et al., 2023).

Objectives:

1. To examine the best authors trend in the field.
2. To know the best publication in the field.
3. To examine the best content analysis.

Identification of studies via databases and registers

Identification

Records identified from Scopus:
Databases (n =255)

Records removed *before screening*:
Duplicate records removed (n =0)
Records marked as ineligible by automation tools (n =0)
Records removed for other reasons (n =36)

Screening

Records screened (n =219)

Records excluded** (n =0)

Reports sought for retrieval (n =0)

Reports not retrieved (n =36)

Reports assessed for eligibility (n =219)

Reports excluded:
Reason 1 (n =0)
Reason 2 (n = 0)
Reason 3 (n =0)
etc.

Included

Studies included in review (n = 219)

*Consider, if feasible to do so, reporting the number of records identified from each database or register searched (rather than the total number across all databases/registers).
**If automation tools were used, indicate how many records were excluded by a human and how many were excluded by automation tools.

Content Analysis:
Interpreting Text Analysis of Titles, Abstracts, and Keywords

The text analysis conducted on titles, abstracts, and keywords has provided valuable insights into the recurring themes and concepts present within the analyzed corpus. In total, 4,886 unique terms were identified, with a minimum occurrence threshold set at 32. Among these terms, 23 keywords met the threshold, while three terms ("paper," "sample," and "questionnaire") were sensibly excluded from the list due to their generic and non-informative nature.

1. Diverse Lexicon: The identification of 4,886 unique terms underscores the breadth and depth of the language used across the corpus. This linguistic diversity reflects the multifaceted nature of the topics and subjects covered within the academic works.
2. Key Research Focus: The presence of 23 keywords meeting the minimum occurrence threshold suggests the existence of central themes and concepts within the corpus. These keywords likely represent pivotal areas of study and discussion in the academic works.
3. Research Priorities: Keywords that meet the threshold offer valuable insights into the primary research interests and priorities of the academic community responsible for generating the corpus. These keywords likely encapsulate critical subjects of investigation and scholarly inquiry.
4. Significant Topics: The frequent occurrence of specific terms highlights their significance and importance in the context of the analyzed academic works. Keywords meeting the threshold are likely to be pivotal in the discussions and findings presented in the titles, abstracts, and keywords.
5. Contextual Pruning: The removal of the terms "paper," "sample," and "questionnaire" from consideration is a judicious decision, as these terms tend to be overly generic and contextually uninformative. Their exclusion enhances the precision of the analysis by focusing on more specific and meaningful keywords.
6. Future Exploration: Keywords that meet the threshold serve as valuable entry points for further exploration and comprehension of the corpus's subject matter. Researchers and readers can delve into these keywords to gain deeper insights into the topics and research trends.
7. Emerging Trends: The analysis may unveil emerging research trends and areas of interest within the academic community, as reflected by the keywords meeting the threshold. Identifying these trends can guide future research directions and contribute to ongoing academic discourse.
8. Keyword Associations: Researchers may notice certain keywords clustering together, indicating interrelated subfields or themes within the corpus. Exploring these keyword associations can provide a more nuanced understanding of the relationships between different subject areas.

In conclusion, the text analysis of titles, abstracts, and keywords has illuminated the extensive and varied lexicon employed within the corpus. The presence of keywords meeting the minimum occurrence threshold,

alongside the exclusion of generic terms, enhances the clarity and relevance of the analysis. These keywords offer valuable glimpses into the central themes, research emphases, and emerging trends within the academic works, empowering researchers and readers to navigate and engage with the content more effectively.
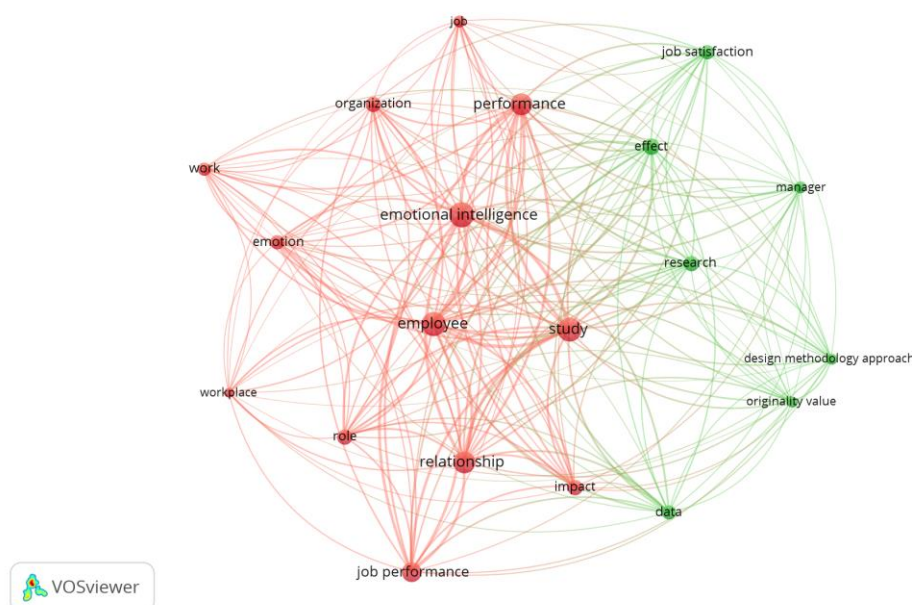
Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.025	15.127	15.127	3.025	15.127	15.127	2.247	11.235	11.235
2	2.937	14.686	29.814	2.937	14.686	29.814	2.132	10.658	21.892
3	1.955	9.774	39.587	1.955	9.774	39.587	2.059	10.294	32.186
4	1.774	8.871	48.458	1.774	8.871	48.458	1.874	9.369	41.556
5	1.378	6.888	55.346	1.378	6.888	55.346	1.795	8.975	50.531
6	1.303	6.514	61.860	1.303	6.514	61.860	1.572	7.862	58.392
7	1.101	5.504	67.364	1.101	5.504	67.364	1.465	7.325	65.717
8	1.036	5.182	72.546	1.036	5.182	72.546	1.366	6.828	72.546
9	.898	4.489	77.035						
10	.871	4.353	81.388						
11	.696	3.479	84.867						
12	.624	3.119	87.986						
13	.564	2.822	90.808						
14	.455	2.277	93.085						
15	.413	2.067	95.152						
16	.407	2.034	97.186						
17	.312	1.558	98.744						
18	.249	1.244	99.988						
19	.002	.012	100.000						
20	-1.000E-013	-1.002E-013	100.000						

Extraction Method: Principal Component Analysis.

The table provides a summary of the variance explained by different principal components in a Principal Component Analysis (PCA). PCA is a technique used for dimensionality reduction and understanding the underlying structure in data. Here's an interpretation of the data:

1. Total Variance Explained: This section presents the variance explained by each principal component. It is a critical aspect of PCA as it tells us how much of the original data's variability is retained in the reduced set of dimensions.
2. Component: Each row corresponds to a principal component, listed in descending order of importance.
3. Initial Eigenvalues: This column represents the eigenvalues associated with each principal component. Eigenvalues indicate the amount of variance explained by each component. In this case, the first component has an eigenvalue of 3.025, indicating that it explains the most variance.
4. % of Variance: This column tells us the percentage of the total variance explained by each component. The first component explains 15.127% of the total variance.

5. Cumulative %: This column provides the cumulative percentage of variance explained by the principal components. For example, the cumulative percentage after the first component is 15.127%, after the second component is 29.814%, and so on.

Interpretation:
- The first principal component (PC1) explains 15.127% of the total variance, making it the most important component.
- The second principal component (PC2) explains 14.686% of the variance, contributing significantly to the overall understanding of the data.
- As we move down the list, each subsequent component explains a decreasing percentage of the variance.
- The cumulative percentage of variance explained steadily increases as we consider more components. By the time we reach the 10th component, we have explained 81.388% of the total variance.

In PCA, researchers often focus on retaining a sufficient percentage of the total variance while reducing dimensionality. The decision of how many principal components to keep depends on the desired trade-off between dimensionality reduction and information retention. In this case, considering the first 10 components may be a suitable choice, as they collectively explain more than 81% of the total variance.

Scree Plot
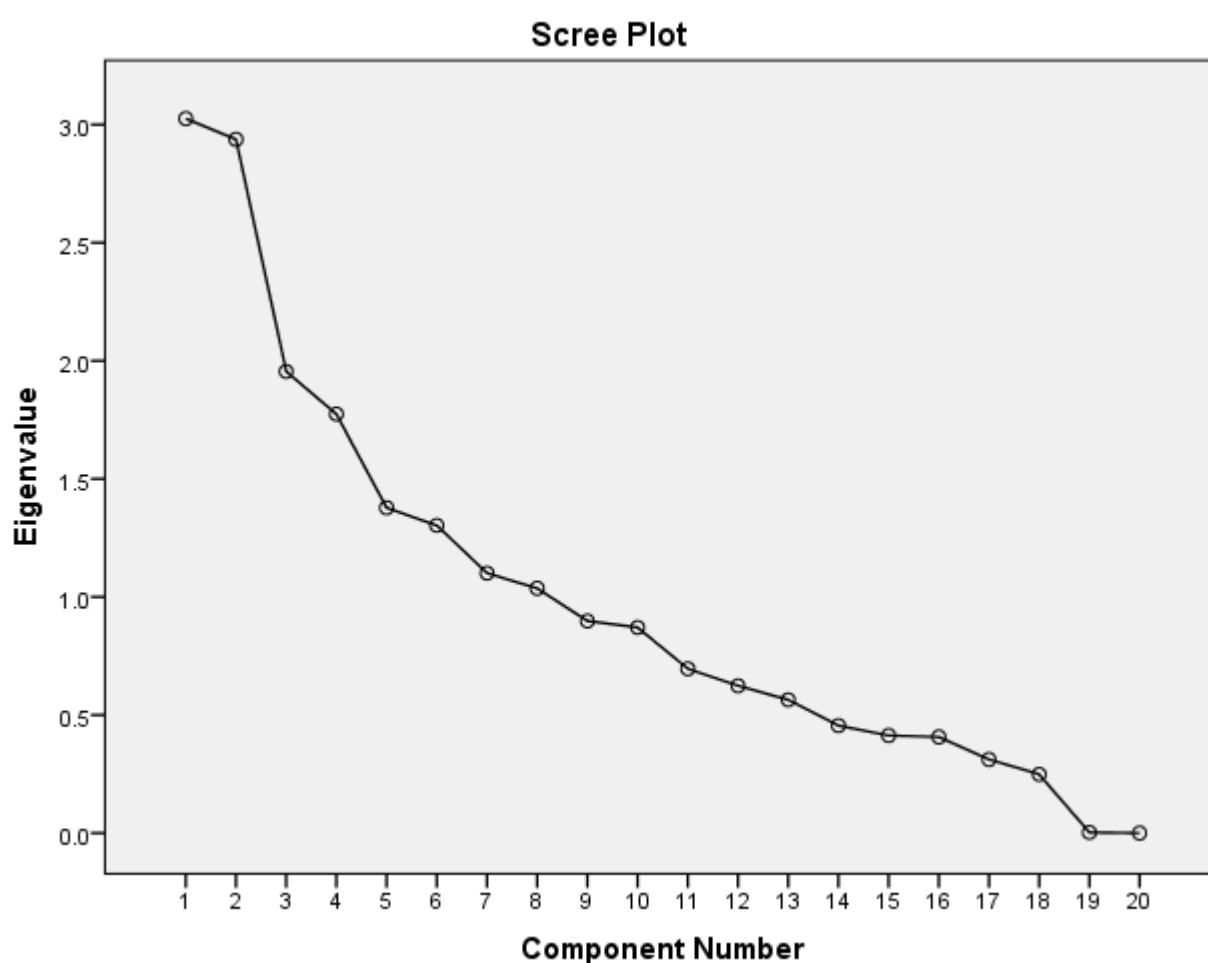
Rotated Component Matrix[a]								
	Component							
	1	2	3	4	5	6	7	8
data				.762				
design methodology approach	.963							

	1	2	3	4	5	6	7
effect					.805		
emotion							.147
emotional intelligence				.819			
employee				.555			
impact		.148					
job				.196			
job performance			.463				
job satisfaction					.542		
manager		.744					
organization		.207					
originality value	.968						
performance		.438					
relationship							.257
research	.295						
role						.840	
study			.593				
work							.261
workplace						.500	
Extraction Method: Principal Component Analysis.							
Rotation Method: Varimax with Kaiser Normalization.							
a. Rotation converged in 12 iterations.							

The Rotated Component Matrix is a critical output of a Principal Component Analysis (PCA), where the original variables are transformed into a new set of variables (components) that are orthogonal (uncorrelated) and account for the maximum variance. The table you've provided shows the loadings of the original variables on the rotated components. Here's an interpretation:

1. Component: Each column represents one of the rotated components generated by the PCA.
2. Variables (Original Features): The rows correspond to the original variables or features from your dataset. These are the terms or concepts that were used in your analysis.
3. Loadings: The numbers in the table are loadings, which indicate the strength and direction of the relationship between the original variables and the rotated components.

Interpretation:
- Component 1: This component is strongly associated with terms like "data," "originality value," "manager," "research," and "job satisfaction." These terms share some commonality or pattern in your data that is captured by this component.
- Component 2: Terms related to "design methodology approach" have a strong association with this component. This component may represent aspects related to the design methodology approach in your data.
- Component 3: Terms like "effect" and "impact" have a strong positive association with this component. This suggests that these terms are related in some way.
- Component 4: This component seems to be associated with terms like "emotion" and "emotional intelligence." It might capture aspects related to emotions or emotional intelligence in your dataset.
- Component 5: Terms related to "employee" and "job performance" are associated with this component. It might represent aspects related to employee job performance.
- Component 6: The term "workplace" has a strong association with this component. It could represent aspects related to the workplace in your data.
- Component 7: The term "job" is strongly associated with this component, possibly related to job-related aspects.

- Component 8: "relationship" and "work" have a notable association with this component. This component may represent aspects related to relationships and work in your dataset.

The interpretation of these components depends on the context of your data and the specific variables you used in your analysis. The goal of PCA is to reduce the dimensionality of your data while preserving as much information as possible. These components represent linear combinations of your original variables that capture the most important patterns in your data.

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