

Review of: "Strategies to Resolve Toxic Leadership Actions in Engineering Institutions which Impede Faculty Performance and Innovation"

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Potential competing interests: No potential competing interests to declare.

The research issue undertaken by the author are timely and relevant. The way the research write up started generates the interest, no doubt. The stated objectives of the research are also well written and organized.

Now the challenge/s initiates from the section of research methodology.

1. In the statement given by the author that "Seven autonomous engineering institutions in one state were selected and observed for forty years" raised the questions of the sampling techniques i.e. based on which criterion those seven institutions have been chosen for the study and how it would be possible to observe the same for the 40 years period (though the time period has not been mentioned by the author).
2. it would not be possible to understand the parameters based on which the measurement of Toxic Leadership has been made and as those measures are not available in very specific way to construct the model (parameters are present but not in the form of development of the discussion questionnaire for a structured and unstructured discussion with the faculty members)
3. The exploration of the right causes may motivate the author to find out the effective measures of the same. As it would not be explored so the remedial measures are becoming very general rather than an exploratory study.

The strength of the topic and the stated objectives of the research are excellent but the right sort of the research methodology has to be adopted to do the justice of the research issue.