

Review of: "The Importance of Collaborative Ability and Emotional Intelligence in Shaping Job Satisfaction and Lecturer Performance in the Transformational Era"

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Potential competing interests: No potential competing interests to declare.

The paper is a well-executed study with significant practical and theoretical contributions to understanding the role of collaboration and emotional intelligence in higher education. Addressing the areas for improvement would enhance the clarity, depth, and impact of the research. Overall, this study offers valuable insights that can help improve lecturer performance and satisfaction, ultimately contributing to the advancement of higher education quality.

Here are some areas for improvement:

While the sample is robust within the context of Sumatera, the findings may not be easily generalizable to other regions or countries without further validation. The reliance on self-reported data from surveys can introduce bias. While FGDs help mitigate this, the influence of social desirability bias and subjective perceptions remains a concern.

The study appears to be cross-sectional. A longitudinal approach could provide deeper insights into how these relationships evolve over time, particularly in response to ongoing educational transformations.

The study primarily focuses on internal factors (collaboration skills and emotional intelligence) and does not extensively consider external factors (e.g., institutional policies, resources) that might also significantly influence job satisfaction and performance.

APA style format must be taken for the citations throughout the paper.

Proofreading is a must for the full paper.