

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

Vuokko Kohtamäki¹

¹ Tampere University

Potential competing interests: No potential competing interests to declare.

This is an important discussion on leadership in Engineering Institutions.

The abstract provides a clear picture what this study is about.

The article has three objectives, and all single objectives are worth of one article. This is an extensive approach while the data is based on the author's observations and discussions with the faculty members in seven autonomous institutions during forty years.

Recommendations:

Clarify the title: The country context in the title would help provide a clearer context for the study.

Please add a specific research question and focus on it: Having a clear research question would provide a more focused approach to the study and help guide the analysis and your findings.

Reconsider your theoretical framework: Explaining the theoretical foundations of the study and how they are applied in the research would help readers better understand the connections between the concepts of RAT and the leadership of educational institutions.

Provide context on Engineering Institutions: Introducing and explaining what Engineering Institutions are would be helpful for readers who may not be familiar with the field. Clarify what are 'autonomous' institutions.

Reconsider your theoretical approach: Referencing and discussing previous literature in the area of autonomy and its risks in leadership would strengthen the article and highlight the contribution to the existing body of knowledge instead of criminal theory. The potential risks of autonomy require more research (the research gap can be easily addressed) and your study would be a contribution.

Be more analytical in presenting findings and recommendations: Instead of using listings, consider a more analytical approach to present the findings and recommendations, providing explanations and supporting evidence.

Clarify statements and provide references: Statements such as "Autonomous states also offer more opportunities for crime" should be supported by relevant literature or evidence to enhance credibility and understanding.

Pay attention to minor details: Check the form of acronyms, such as RAT, and ensure consistency throughout the abstract and article.

The country contexts should be visible in the title.