



The Relevance Of Performance Appraisal On Job Performance: The Mediating Role Of Appraisal In Work-Life Balance

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ABSTRACT

This study is primarily designed to assess the effect of performance appraisal on job execution, focusing on Inspiration's work in the Kerala Government Territory. While many associations recognize the Performance Test as an essential tool for estimating and assessing worker exposure, it is not without its limitations. , can be used to keep up with the skills and adequacy of the workforce. In this way, it can be seen as an advantage over competitors. This document has distinguished and focused on the most substantial paternal factors from previous writings. Factors such as reason (PAP), rules (PAC), authority (Buddy), and evaluation techniques (PAE) on representation inspiration and their associations with job performance.

Additionally, the review attempted to fill a writing gap in performing leaders about Kerala for future consideration. In this review, a graphical review plan was used as a summary. The abstract was submitted, and 294 responses were received. , although PAC and Buddy didn't. The results also show a positive correlation between inspiration and repetition performance. Authorized HR managers can use the insights to develop employee inspiration and execution further.

Keywords: Leadership and Performance Evaluation, Management character, performance appraisal

INTRODUCTION

Organizations have used performance tests to assess employees' performance. It has been claimed that providing, nurturing, creating, and developing employee skills can be an incredible asset in getting employees to achieve hierarchical goals (Davis & Newstrom, 1993). Nowadays, the test is not only to recruit the best people to work effectively but also to get the current employees to work on their presentations and increase the efficiency of the association (Nayana et al., 2011). Despite how it is used in government associations, there are different ways to approach the take depending on the potential area or culture. Iqbal and his colleagues say lawmakers may not view them as a basic cycle as they do in the confidential space because limited and stable periods are set annually. No rewards are awarded, particularly in agricultural countries. This exploratory paper explores the influence on Inspiration and hence the execution of the work of officials while Researchers have proposed various speculations and models; This document offers an informed approach to investigating the big problems. The factors influencing and underscoring his work stimulate the employees and consequently develop the holding of positions in the personal sphere. Despite the wealth of relevant studies on ,s, this is the leading scholarly work examining the effect of ,s on Inspiration and job performance. This study could prepare future explorations in this area. More connections and ,s impact on other HR factors, e.g. B. Learning and Improvement, Alignment with Association KPI Key Submission Markers and Sales Rep Appointment Forms. Additionally, this study is critical as it provides senior management with valuable insight into ,s influence on order execution. This paper fills a gap in writing by searching for more calculations affecting representational Inspiration in the Middle East (Al Pilgrimage, 2017). Also, endeavour to improve and work on executive

execution writing to aid future exploration. Overall, the review is likely to measurably explore a connection pattern between elements of ,ing, Inspiration and job performance to see if there is a connection.

LITERATURE REVIEW

To be competitive and assertive in their field, companies need to leverage and nurture their human resources department's skills, abilities and quality. Methods, practices, and frameworks that influence and impact employee perspectives, behaviours, and performance (Therith, 2009). According to James (2008), one of the essential practices that help business methodology in HRM is deciding on the number of employees. Wait for the association or expectation of the staff's selection involves attracting and placing qualified personnel and observing and monitoring employee performance and effectiveness, known as performance management. These practices could appeal to a segment within HR or another branch in certain partnerships. The HR staff's inventiveness, drive and skills are essential variables and assets for any association, as they will surely benefit from presentation and efficiency of the workers and the association (Vaová et al., 2019).

Leadership and Performance Evaluation

Board performance is a cycle in which directors and managers ensure that the representation of employees and the work done are appropriate, following hierarchical objectives. This cycle requires a thorough understanding of these practices and outcomes to ensure they have been accomplished and criticism to help agents make assumptions (James, 2008). Therefore, supervisors and employees must identify potential execution issues and find the best solution. Therefore, many associations use different strategies to evaluate their employees, including results. -Organization and control framework organized as management of MBO goals. Others consider their employees based on various camps and insights from the partners around them, e.g. B. 360 Degree Reviews. Another technique is the realistic rating scale, in which bosses use an agenda to rate their employees in light of the evaluated prospects. By definition, the Execution Exam is a standard and efficient interaction of assessing workers. Employees' performance should be considered. Tends to be seen as a reliable tool to ensure the right people are in the right places within the association (Iqbal et al., 2014). In addition, papa is a clever way to determine the fortune of each employee and its deficiencies, as it provides the board with vital data to drive its cycles and maintain an adequate workforce (James, 2008). As a result, executive secrecy will make a move more reliable to reward high performers by rewarding them or improve and nurture underperformers through coaching and improvement to overcome their deficiencies. According to Ameen and Baharom (2019), from a hierarchical perspective, the essential Goal is to help managers draw informed conclusions about compensation, promotion, nurturing, and empowerment of employees through solid criticism. As Daley (2018) suggests, employees view their preparation and improvement work in the light of a reward that can induce them to work harder. Khan (2012) recalled the positive impact of preparation on Inspiration and job performance. The *raison d'être* is not only to prepare the staff but also to look for management options. This directly affects regulatory options such as promotion and cash awards (Wae et al., 2017). A viable parent must reflect a worker's burden from multiple angles and evaluate the workers. Researchers and scholars have examined several variables influencing,'s handwriting from the 1970s to the present day. Some variables may have significant and immediate connections, while others may not. Management essays, hierarchical social perspectives, papa's goals, and the techniques papa uses for evaluation affect papa. However, studies have reduced the elements to just four: the actions, the initiative style, and the evaluation techniques,

Measures for performance evaluation

One of the key responsibilities of leaders is to carefully identify and select the critical visualization actions that drive the achievement of the association's goals. Therefore, frameworks should use Key Performance Markers (KPIs) or indicators directly related to a specific job (Rusu et al., 2016). Pulakos (2009) also stressed the importance of setting performance rules for the most likely representation of surveillance and control staff and remembering the dates of the cycles, which are generally essential to ensure substantial compliance with the association's objectives. Furthermore, McCoy and Use (2018) found that for legitimate execution models, the KPI must be clear, measurable, meaningful, and connected to the association's current situation and goals. According to various author surveys, the most well-known measured variables are qualities and characteristics, behaviour and habits, skills and abilities, goal achievement and potential for improvement.

Management character

Leadership The right initiative style is critical to excellent execution, overseeing how a boss or enabler interacts with Employees, controlling the assets within the association, and convincing Employees to step down. , then benefits (Nawoseing and Roussel, 2017). Many articles and studies have been published on the initiative's impact on the execution and Inspiration of employees' work. Raveendran and Gamage had most of the top-down conversations that shed light on this anomaly. They found that leadership style affects sales rep performance. For the model, innovative "voice-based" authority styles could further evolve work execution than value-based initiative styles.

Furthermore, in a review led by Putri (2018) to determine the connection between management and some factors such as relationship correspondence, job fulfilment, execution and Inspiration, the scholar found a crucial positive association between initiative styles and the Inspiration and performance of repetitions, which leads to more efficiency. In addition, the analyst explained and suggested that more than one type of initiative is used to reach out to most workers. Finally, Al Pilgrimage (2017) reviewed the relationship between initiative styles, Inspiration, and productivity. He has made numerous new experiences and discoveries that will add to the pool of information in this field. Their investigation focused on four public clubs in Kerala. He found a link between free-factor initiative style, dependent factor inspiration, and assignment execution or efficiency. However, the expert found that some types of initiative influence inspiration and job performance more than others. Therefore, he encouraged government officials and leaders to urge superiors to use the best style discovered through the review to appoint public employees. All of this is consistent with Kerala's Public Vision 2030. Despite the way researchers and scholars have focused on numerous styles of authority that correspond to employees' Inspiration and execution, this paper focuses on the ordinary styles of authority management voting, authoritative and free enterprise.

Methods of evaluation

According to DeCenzo and Robbins (2013), management can use three primary methods to make a quantifiable tool. There are three methods: absolute norms, relative principles, and goals. First, the fundamental benchmarks show that actual employees' year-round exposures are compared to a standard model. This approach is used in numerous techniques, including the paper test, the realistic rating scale, the occurrence base rating, and the agenda (Jafari et al., 2009). On the other hand, the accurate rating scale is the strategy used most frequently in this paper. The second method is relative principles, in which one worker's representation is contrasted with another employee and not on a routine basis. This document does not cover this technique as it is irrelevant to the exam. The third method is objectively situated, in which an employee is assessed against recently proposed targets. Managing by Objectives (MBO) is the most popular technique. Finally, the 360-degree review strategy evaluates an employee from different viewpoints.

Inspiration, their speculations and the elements that influence them

Ramlall (2004) characterizes Inspiration as "the variables and reasons that cause employees to pull themselves together with a specific goal in mind to achieve ideal goals." Today, work is an essential service for every club and a source of strength in the mall. HRM's job is to ensure salespeople feel happy and have the vital skills, information, and goals that motivate them to start a business. Their responsibilities competently. Based on the inspirational writing evaluated, there are two types of persuasion tools: monetary and non-financial. Researchers have proposed various speculations and models to help understand the variables and components that drive repetition. Researchers divide these speculations and models into content hypotheses and model theories—needs such as basic security, welfare, consideration, etc. (Borowski and Daya, 2014). The critical problem with content speculation, according to Davis and Newstrom (1993), is that directors' needs are difficult to identify and decide to meet the ultimate Goal of Maslow's Progressive Requirements System, Alderfer's ERG Hypothesis, Herzberg's Inspiration Purification Hypothesis, and McClelland's Advanced Needs or Three Needs Hypothesis are significant speculations about Inspiration. Behavioural and Goal Hypothesis The hope, value, goal setting, and supportive hypotheses are the four essential speculations of interaction inspiration. Researchers show that some fundamental variables influence Inspiration in ego work in the light of various hypotheses and inspirational studies. According to Lloyd et al.(2016), examining Vroom's anticipation hypothesis, Vroom presented some significant elements that affect Inspiration and produce superior Inspiration and work execution. These variables include bosses or supervisors responsible for evaluating and providing legitimate contributions, the workplace and collaboration, supervision and work content, compensation and incentives. In addition, Lunenburg (2011) used the inspirational hypothesis of goal setting to identify essential elements that affect Inspiration. The main factor is the limit. The time directly affects the Goal's viability based on a worker having to achieve a specific goal within a particular period, which convinces employees. Second, the Creator guaranteed that an objective learning direction would yield better results than an objective exhibition direction. This implies that people like to define goals that help them improve and use their skills and abilities. Additionally, setting group goals is more important than individual goals because it encourages group belonging and connections while aligning with hierarchical goals.

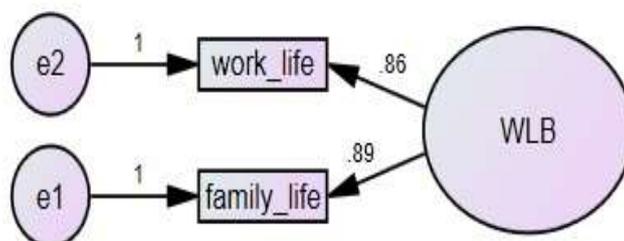
Execution of the work, Inspiration and evaluation of the execution

According to Motowidlo and Kell (2012), work performance is a form of behaviour with the unique value of long-term association. Every HR department strives to use and further develop the capabilities of its employees with the most excellent possible efficiency. Since then, many books and articles have discussed different markers and job performance relationships, such as authority style, authoritative responsibility and self-reliance. The founder accepts that initiative style influences employees' execution because a decent pioneer drives people and leads to the association's goals. Moreover, (Shiqian, 2018) characterizes hierarchical responsibility as a propensity to interact and keep employees in the place where they work, with the result of having an individual and authoritarian goal. Finally, she emphasizes independence as an essential requirement. Component affecting the performance of the office alluding to the agent's belief or confidence in the

performance of the concert or obligations. In addition, Aboazoum et al. (2015) examined the elements that influenced executions in Libya after Developers identified four potential factors that could impact job execution: reporting culture, job execution, preparation exercises, and stress. They always found a positive relationship between culture, work fulfilment and Inspiration, preparation and improvement, and practice—the study. However, there is no definite or negative relationship between stress and job performance; hence speculation was ruled out. In addition, Help and Greenery (2012) introduced another group document in Malaysia that included additional factors such as salaries, dynamics, rewards and work environment. They concluded that there is no correlation between compensation, dynamics and bonuses and the execution of the occupation. This is justified by the fact that many associations refer to the guideline of equal pay for equal work, which states that employees with similar skills and tasks are to be paid equally.

Furthermore, they accept that rewards and motivations should be based on responsibility and not on pursuing the profession. The work environment, on the other hand, is an essential element. Some outstanding aspects of the work environment, such as B. contemporary lighting, seating, air quality and noise, can affect the work performance.

CFA work-life balance

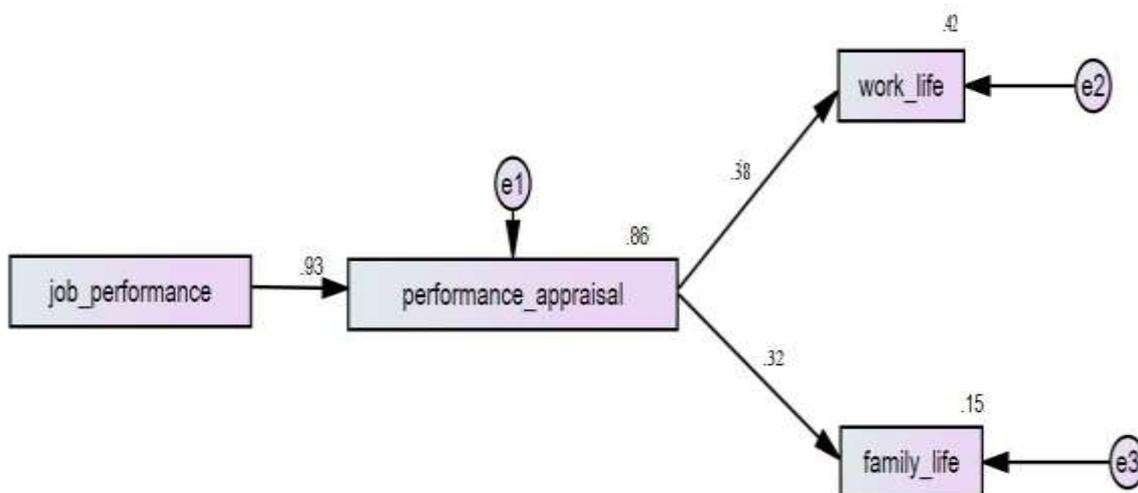


Loadings

No	Item	Val.
1	Work life	.86
2	Family life	.89
AVE=		.57

Here the CFA of the work-life balance is done it is confirmed that the factors of the work-life balance are work life and the family life; both of the items have an excellent lodgings value, and the average variance explained is also good and above the limit. So the things of the WLB can be used for further analysis. Work-Life Balance denotes a unique level of prioritization of individual and professional practice in everyday life and the availability of work-related training at home. The ideal balance between fun and severe activity is debatable. According to the freethinker Paul Krassner, anthropologists occasionally characterize joy as practically unqualified between the life of an individual and that of an expert. There is a recent concern due to the expanded measure of innovation, which disregards the importance of actual scope to characterize the balance between serious and fun activities—bringing work home used to be problematic or complex, creating a clear division between professionals and individual lives. The proliferation of versatile innovations, cloud-based scheduling, and the Internet has made it much easier for salespeople to be at work "all the time," blurring the line between professional and personal life. Some reporters argue that cell phones and constant access to the work environment have replaced dictatorial control by supervisors. A typical side effect of an unfortunate balance between serious and fun activities is pressure. Mental pressure has been identified as a critical financial and medical problem in the data economy, caused by apparent necessity. The question of who is responsible for ensuring that sales reps have the right balance of serious and fun activities is key to balancing severe and fun activities. As a general rule, companies have an ethical obligation to the well-being of their employees; Concerned employees are not as helpful as they are more prone to errors.

Effect of performance appraisal between work-life balance and job performance



Indices	χ^2/df	P	GFI	AGFI	NFI	TLI	CFI	RMSEA	RRMR
Model Value	.842	.719	.997	.985	.998	.996	1.00	.000	.006

Here the mediating role of the performance appraisal is checked with the job performance and the work life balance of the employees all the recommended values of P, GFI, AGFI, NFI, TLI, CFI RMR, RMSEA are good and it is found that the mediating effect of performance appraisal on work life is 42 percent and on family life is 15 percentage. Both the work life and family life are the components of the work life balance.

Influence of performance appraisal on job satisfaction

ANOVA^a

Sum of Sq.	df	Mean Sq.	F	Sig.
291.400	1	291.400	1804.347	.000b
47.158	292	.161		
338.558	293			

a. Dependent Variable: job_satisfaction
 b. Predictors: (Constant), performance_appraisal

Model Summary

R	R Square	Adjusted R Square	Std. Error of the Estimate
.928a	.861	.860	.40187

a. Predictors: (Constant), performance_appraisal

Performance-Related Pay (PRP) frameworks are an essential application of proper parenting. From time to time, they align employee goals with company goals and encourage and reward employees (Milkovich and Newman, 2004). Inside this framework, express divisional and company goals are typically coupled with performance reviews at the start of a money year—efforts to attain the goals of the association. Target accomplishment is then reviewed towards the tip of the payment year and offset against further contributions or used as a reason for future promotion decisions. However, once the performance is related to outcomes, equivalent to rewards, raises, or promotions, it's imperative to live individual performance as clearly and accurately as is often expected. Therefore, for an eminent PRP program, regular analysis and shut observance of the presentation of employees are anticipated. Individual-level longitudinal information assortment is expected to explore the causative effects of job performance. Previous research on this subject has relied principally on cross-sectional data collection; wherever the impact of relation is unclear conjointly, the impact of unnoted factors may be a troublesome subject. This can also be true once writing regarding elite performance

work trials, where several cross-sectional results vanish when fastened effects are accustomed to managing heterogeneousness between settings. Numerous speculations might aid in understanding the connection between performance tests and job performance. Goals generate a lot of essential Inspiration and subsequent employment from agents (for a scheme, see philosopher and Latham (2002)).

Furthermore, the goal style hypothesis assumes that goal attainment is closely coupled with worker compliance. Partnerships typically mix the accomplishment of goals with remuneration frameworks equivalent to performance-related pay. Previous reviews have associated performance-related income with higher levels of overall (work) compliance (see, for example, Heywood and Wei, 2006; inexperienced and Heywood, 2008). Previous analysis has extensively examined the impact of conducting social surroundings assessments on staff responses to those tests (Pichler, 2012). One side focuses on the rater-testee relationship, which has problems equivalent to boss support, trust, the accuracy of marking and unwavering quality essential to the popularity and adequacy of the formal testing framework. Skills biases, common in associations (Kane et al., 1995; Moers, 2005), scale back employee recognition and reduce the money incentive to take position energy (Prendergast and Topel, 1996). Rating distortions will have numerous causes and Variables, as well as fundamental motivations for evaluators, such as B. bias or discipline (Poon, 2004) or relationship intentions. It is found that the onfluence of performance appraisal on job satisfaction is 80 percentage.

CONCLUSION

In light of the results, one can conclude that some factors, such as PAP and PAE, significantly affected work inspiration and execution, while others, such as PAC and Buddy, had no impact. In addition, Inspiration is related to and influences the implementation of the work. So it's an excellent way to say that this is a proven effect of Performance Exam Reason (PAP) as preparation, improvement, recognition and compensation for repetitions shown in a review. As discovered, the associations in the various administrative areas value their employees who achieve high scores. This appreciation can be communicated through motivators, annual salary increases, promotions and awards that affect your inspiration and work performance. This compares to previous findings (e.g. Khan, 2012; Saharuddin and Sulaiman, 2016; Zaraket and Saber, 2017; Jayarathna, 2015). It has also been clearly shown that the Presentation Test Assessment (PAE) technique significantly influences work inspiration and performance. Overall, although public administration associations can use various methods to assess the presence of their staff, the results indicate that what the employees considered had meaning for their presentation. This result is consistent with previous results (e.g. Okindo, 2010; Zondo, 2018). From an alternative perspective, the ongoing review dismissed speculation that "PAC fundamentally affects job performance." This suggests that the employees did not consider behaviour, achievement of goals and skills as essential elements when evaluating their exhibition. This finding contradicts much research that PAC fundamentally affects Inspiration and job performance (Kimotho, 2016; Aydn & Tiryaki, 2018). The review also dismissed speculation that "buddy significantly affects order execution". This shows that the employees did not consider the initiative style as an element influencing the.. This finding contradicts the findings of various scholars (e.g. Basit, 2018; Al Pilgrimage, 2017). Finally, the current paper confirms the speculation that "Inspiration (MO) fundamentally influences job performance (JP)." This is foreseeable for various discoveries, for example (Mohamud et al., 2017, Nadeem et al., 2014). However, the points discussed limit the scope of this review. Additionally, the focus is on the area of public administration, revealing information on further studies to examine other elements that might influence Inspiration and job performance.

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