

## **Doctoral Dissertation Abstracts**

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### **An Examination of the Relationship of Ethical Leadership and Psychological Capital with Knowledge Sharing and Knowledge Creation**

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Knowledge sharing and knowledge creation are important aspects of knowledge management and provide major strategic capabilities to organizations for short-term as well as long-term successes. Recently, due to occurrence of a number of ethical scandals in organizations, the importance of ethical leadership appears evident. Moreover, due to shifting of focus from negative aspects to positive aspects of organizations, psychological capital has emerged as an important variable requiring investigation in the organizational context. This study aims to empirically investigate the relationship of ethical leadership and psychological capital with knowledge sharing and knowledge creation in organizations. The study has used quantitative research methodology wherein the data has been collected from 700 respondents in public sector research organizations, information technology companies and central universities and colleges using survey questionnaire. Structural equation modelling has been applied to test the hypotheses of the study. The findings of the study reveal that ethical leadership and psychological capital positively influence knowledge sharing and knowledge creation, and that ethical leadership has a positive effect on psychological capital. Psychological capital acts as a mediator between ethical leadership and knowledge sharing and between ethical leadership and knowledge creation. The findings also reveal that knowledge sharing mediates between ethical leadership and knowledge creation while shared goals moderates the relationship of ethical leadership with knowledge sharing and knowledge creation. This study gives new insights into the sharing and creation of knowledge by members of the organization under the influences of ethical leadership and psychological capital.

## **A Study on the Impact of Social Networking Sites on the Academic Performance of Engineering Students with Special Reference to Krishna and Guntur Districts, Andhra Pradesh**

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The purpose of the research study was to examine the impact of social networking sites on students' academic performance in Krishna and Guntur districts, Andhra Pradesh. The research study also aimed to identify the reasons for usage of SNS and also the association between the interpersonal relationship with friends and the fear of missing out. A well-structured questionnaire was used to collect the data. Students' academic performance was treated as the dependent variable, whereas the social networking sites was considered as an independent variable. For the purpose of research, 3000 questionnaires were administered to a total of 37 engineering college students, but only 2384 engineering students returned the duly filled in questionnaires. The descriptive statistics were applied to analyse the data. The results indicated that the engineering students preferred SNS more for non-academic purposes. Results indicated that students perceived social networking sites as an interactive platform for academic communication and a source of information, knowledge and help in their academic works. Thus, the impact of SNS on academic performance of engineering students' was positive. Findings also indicated that there was a significant association between interpersonal relationship with friends and the fear of missing out experienced by engineering students.

## **A Study on the Relationship between Emotional Intelligence and Academic Achievement among Intermediate Students of Krishna District, Andhra Pradesh**

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The present study was aimed at studying the relationship between Emotional Intelligence and Academic Achievement among Intermediate Students of Krishna District, Andhra Pradesh, India. The sample consisted of 1718 Intermediate students both boys and girls of Krishna District, Andhra Pradesh. Emotional Intelligence level was tested using Dr. S. K. Mangal and Mrs. Shubra Mangal's EI Inventory (2004) and Academic Achievement was tested taking into account the past 3 years and current year aggregated pass percentages. A stratified random sampling technique was adopted in this descriptive study. The data was statistically analyzed using the Statistical Package for Social Sciences (SPSS version 21) and tools like Mean, Standard Deviation, Anova, Chi-Square Z-test and Factor Analysis. The findings indicated that only 1% of the sample possessed very good level of Emotional Intelligence while 45% of the sample had average level of Emotional Intelligence. The results further suggested that present study results showed that there were differences in the emotional intelligence scores of students studying in institutions managed by different managements. EI score for private aided college students was higher than that of private unaided and government colleges. In addition, the study revealed that the Interpersonal Awareness Domain had greater impact on the overall Emotional Intelligence of the student.