



Journal Homepage: [-www.journalijar.com](http://www.journalijar.com)

INTERNATIONAL JOURNAL OF ADVANCED RESEARCH (IJAR)

Article DOI: 10.21474/IJAR01/23596
DOI URL: <http://dx.doi.org/10.21474/IJAR01/23596>



RESEARCH ARTICLE

EMOTIONAL INTELLIGENCE AND INDIAN WELLNESS TRADITIONS: BUILDING HEALTHY WORK CULTURE FOR SUSTAINABLE ENTREPRENEURIAL GROWTH

B. Pathinettampadiyan¹, S.Ramesh² and H. Samuel Thavaraj³

1. Research Scholar, Department of Rural Industries and Management, Gandhigram Rural Institute - Deemed to be University, Gandhigram, Tamil Nadu, India.
2. Assistant professor, Department Of Management Studies, The American College (satellite campus), Madurai, Tamil Nadu, India.
3. Associate Professor, Department of Rural Industries and Management, Gandhigram Rural Institute - Deemed to be University, Gandhigram, Tamil Nadu, India.

Manuscript Info

Manuscript History

Received: 4 April 2026
Final Accepted: 8 May 2026
Published: June 2026

Key words:-

Emotional intelligence, Sustainable entrepreneurship, Mindfulness, Workplace well-being, Organisational culture, Indian wellness traditions

Abstract

The present integrative review focuses on the relevance of emotional intelligence to the creation of sustainable and social entrepreneurship and its value of promoting healthy work cultures specifically. Using the multidisciplinary literature, the review summarizes the evidence showing that emotional intelligence is a paramount psychological process by which sustainability consciousness and cognitive awareness are converted into the entrepreneurial intention and performance. Being more resilient, adaptive, and efficient in decision-making and networking, as well as more creative, strong-emotion entrepreneurs are able to work efficiently in the atmosphere of uncertainty and contribute to the long-term sustainability of the organization. The review also examines Indian wellness culture such as mindfulness and yoga as complementary measures to enhance emotional regulation, self-awareness and psychological wellbeing in organizational setting. The current evidence shows that such practices not only improve emotional competencies but also decrease work-related stress and ensure comprehensive health of an employee, which facilitates sustainable productivity and innovation. The research will offer a culturally oriented framework to connect the well-being of an individual with the functioning of an organization by combining emotional intelligence and wellness-based interventions.

"© 2026 by the Author(s). Published by IJAR under CC BY 4.0. Unrestricted use allowed with credit to the author."

Introduction:-

The outcomes show that sustainability consciousness indirectly increases the social entrepreneurship intention via emotional intelligence, which puts emotional competencies in the role of transforming pro-sustainability awareness to entrepreneurial motivation. The research paper makes a contribution to the theoretical concept of the interaction between cognitive and emotional variables to define socially oriented entrepreneurial intentions and emphasizes the importance of integrating emotional intelligence into the sustainable and social entrepreneurship model (Baysak,

Corresponding Author:- B. Pathinettampadiyan

Address:- Research Scholar, Department of Rural Industries and Management, Gandhigram Rural Institute - Deemed to be University, Gandhigram, Tamil Nadu, India.

Bilgetürk, and Berber 2026). This review investigates emotional intelligence as an important skill of an entrepreneur focusing on its role in providing psychological well-being and developing healthy workplaces. Emotional intelligence helps in proper emotion regulation and interpersonal functioning, and in this respect, the entrepreneurs will be able to overcome occupational stress and contribute to positive organizational climates. Making conceptual analogies with best practices in care-based professional environments, the discussion demonstrates that emotionally intelligent practices can contribute to achieving better sustainability plans, highlighting their applicability towards the promotion of health, well-being, and productive working frameworks (da Silva 2025). The present review examines the trends in patterns of entrepreneurial intention using the prism of multiple intelligences, which have a different impact on the evolution of entrepreneurial motivation. The results suggest that linguistic verbal, intrapersonal and interpersonal intelligences have the most powerful influence on entrepreneurial intention with other intelligences having less significant correlations. The research enriches the theoretical knowledge of the effect of cognitive and socio-emotional abilities in entrepreneurial behavior and highlights the significance of interdisciplinary learning in fostering entrepreneurial potentials in the early stage and enhancing the sustainability and innovation-driven business (López-Leyva et al. 2022). This is an integrative review that explores how emotional intelligence and entrepreneurial performance are dynamically related in different contextual conditions. According to the analysis, emotionally intelligent entrepreneurs will be in a better position to deal with uncertainty and maintain competitive advantage (Pathinettampadiyan and Thavaraj 2025a). Emotional intelligence is a key factor in successful networking, information sharing, social support and an opportunity to learn. Professional networks become crucial processes that help entrepreneurs to improve capability and performance.

The analysis brings forth the conceptual connection of emotional intelligence and network formation as a source of entrepreneurial success and proposes finer structures to describe the interaction of the constructs in various entrepreneurial ecosystem (Mutoko and Nzozzo 2016; Pathinettampadiyan 2025). The conceptualization of the review defines family businesses as a significant area in sustainable entrepreneurship and its contribution to long-term continuity and intergenerational value creation. The analysis combines the major themes of the literature review regarding sustainable entrepreneurship and comes up with the new viewpoints that place family businesses and community-based types of businesses at the same level. The results indicate that family firms promote sustainability with the help of stewardship, long term orientation and embedded social responsibility (Woodfield, Woods, and Shepherd 2017). This paper reviews the antecedents and consequences of sustainability entrepreneurship in existing organisations from the perspectives that show that technical orientation and environmental collaboration enhance green entrepreneurship orientation and firm resilience, which, in combination, enable sustainable innovation.

The analysis extends the notion of entrepreneurial orientation to sustainable environments in order to explain how companies can work out resilience and environmentally friendly initiatives. Study contributes to theoretical insights of corporate entrepreneurship because it connects the strategic orientation, resilience, and innovation to the sustainability-based systems (Ameer and Khan 2023). This research paper highlights the importance of emotional intelligence and Indian philosophies for good health practices in the workplace and entrepreneurial sustainability (K and Haorei 2026). This paper examines the association between emotional intelligence and the creative output of employees and the process through which emotional abilities are related to creative output. Analysis also indicates that emotional intelligence can have a greater impact on creativity outcomes when reinforced by cognitive and contextual variables. The study helps in explaining how affective and cognitive resources in their combination influence performance in an organisational context, as it explains the interaction between emotional competencies, uncertainty, and performance (Darvishmotevali, Altinay, and De Vita 2018).



Figure 1. Integrative Framework of Emotional Intelligence, Indian Wellness Traditions, and Sustainable Entrepreneurship

Source: Developed by the authors based on the reviewed literature

Emotional Intelligence:-

The intrapersonal skills have an indirect effect only to the extent that they determine the relational and functional processes. The two aspects of emotional intelligence have a positive impact on performance in terms of their influence on teamwork and internal organisational processes. The discussion contributes to the theoretical knowledge in the field of interaction of specific emotional skills with interpersonal processes to entrepreneurial performance and identifies future research opportunities (Ingram et al. 2019). This review is a synthesis of theoretical as well as empirical views on the role played by emotional intelligence in entrepreneurial decision-making. It emphasizes the interaction of core dimensions of emotional intelligence with cognitive processes to influence the process of opportunity evaluation, strategic judgment, and reactions to uncertainty. Emotionally intelligent entrepreneurs exhibit greater self-control, less cognitive bias, better communication, and resilience, which promote high-quality decision-making (Pathinettampadiyan and Thavaraj 2025b). The paper will focus on how emotional intelligence influences the performance of venture among female entrepreneurs with the focus on networking competence as the mediating variable.

The networking ability becomes a crucial tool whereby emotional skills are converted into better entrepreneurial results. The discussion is related to the body of theoretical understanding about gender and entrepreneurship by making clear that emotional and relational competencies are mutually helpful to the success of the venture and long-term business development (Singh and Kovid 2023). The study discusses employee management in cooperative societies, particularly focusing on hiring procedures, cadre management, and discipline management. The importance of human resources management, which makes the organization effective and improves its performance (Ravichandran, Chandirasekaran, and Vigneshwaran 2026). The evidence shows that positive affect always correlates with improved performance, the negative affect has a more complicated correlation with the results with specific forms associated with worse performance. The discussion also provides the role of the conceptual and contextual moderators that determine the effect performance relationship. The combination of disjointed evidence makes the study contribute to the theoretical knowledge of the emotional basis of entrepreneurship and define the main directions of further investigation (Fodor and Pintea 2017). This paper

discusses the significance of emotional intelligence and Indian holistic practices in promoting healthy corporate culture and entrepreneurship sustainability. The article demonstrates the importance of emotional awareness and mind-body integration in achieving sustainable business development and promoting entrepreneurial sustainability (Vanessa.KA, Kingsly, and Thavaraj 2026). This integrative review redefines entrepreneurial emotions through the concept of emotion management and compiles work on personal skills, dispositional personality, and context-dependent approaches that shape how entrepreneurs handle emotional experiences. It points out the effects of the multilevel contextual factors, individual antecedents and the consequences of performances on the maintenance of entrepreneurial activity. Through recognition of conceptual fracturing and the lack of theory, the review proceeds to a unified theory of emotion management and provides direction for future research in the field of entrepreneurship (Schmöde. (Boohene, Gyimah, and Osei 2020).

Indian Wellness Traditions:-

This review summarizes the evidence of mindfulness interventions and its impact on physical, psychological, cognitive, affective and interpersonal outcomes, and specifically on workplace applications. The results show that mindfulness practices are widely linked with better well-being and performance in various areas, which justifies its applicability to organizational health and performance. The review helps reveal the increasing popularity of mindfulness programs in the professional environment and presents the areas of their promising application. Through an amalgamation of scattered evidence, the review educates both theoretical and practical understanding of the efficacy of mindfulness in improving employee health and workplace performance (Hilton et al. 2019). This review discusses yoga as an intervention to improve workplace well-being and cope with occupational stress in the realization of the bigger picture of sustainability and health and breathing performs become one of the key processes, which attach yoga to better health. The discussion highlights yoga potentiality as a comprehensive strategy to building resilience and helping to create healthier organizational settings (Hagen and Hagen 2024). The paper examines the understanding of happiness and well-being by mental health workers, where happiness is discussed as a multidimensional concept encompassing personal, interpersonal, social and environmental levels. The results indicate that happiness is linked close to contentment and subjective satisfaction influenced by personal interpretations and experiences. The interaction of personal and professional roles determines well-being, and such protective factors as self-awareness, positive relations, and the ability to manage time and emotions effectively influence well-being (Aggarwal and Sriram 2018).

The paper explores the perceived views of stakeholders regarding the organisational and psychological concepts that influence the behaviour of seeking help. The results reveal the significant obstacles, namely stigmatisation, lack of awareness and low self-efficacy, as well as facilitating factors such as psychological safety and social support. Both advocacy of leadership and well-organized wellness programs become critical strategies of promoting open communication and resilience within an organization (Poddar and Chhajer 2024). This scoping review summarizes the available research on workplace mental intervention interventions with regards to their conceptual scope and organizational implications. The results have shown that the current programs mainly focus on curative programs, including counseling services, and few programs incorporate preventive and promotive programs. There are inadequate comprehensive needs assessments, impact assessments and policy alignment. The discussion reinforces the significance of comprehensive models that incorporate the organizational policies with the mental health promotion (Pandya, Khanal, and Upadhyaya 2022). The results indicate that such practices are connected with low anxiety and ruminative thinking as well as better perceived mental health. Mind-body treatments seem to help in emotional regulation and reducing stress, leading to healthy behavioural and psychological functioning. The discussion demonstrates the importance of implementing reflective movement interventions in the workplace well-being models to address and reduce occupational stress to ensure a sustainable overall employee health (Dhanasekaran and Thavaraj 2024; Valdesalici et al. 2024).

Integrating Emotional Intelligence and Indian Wellness for a Healthy Work Culture:-

The review critically analyzes the way in which mindfulness can be used to supplement emotional intelligence interventions when applied in an organizational context. It brings to the limelight the conceptual synthesis of mindfulness techniques and emotional intelligence maturity to enhance self awareness, regulation and interpersonal effectiveness. The synthesis of practitioner-informed insights presented by the analysis is aimed at identifying the practical frameworks of making and realizing the mindfulness-based emotional intelligence programs (Chapman-Clarke 2017). Emotional intelligence abilities, especially emotion regulation, awareness, and acceptance, and also lower emotional exhaustion. Mindfulness-based training helps in emotional homeostasis and adaptive emotional expression, which lead to enhanced professional well-being. The discussion elucidates the synergistic nature of mindfulness and emotional intelligence as a basis of psychological resilience and holistic functioning in healthcare

settings and it guides future studies on the well-being- focused professional growth(Jiménez-Picón et al. 2021). The synthesis shows that the two constructs have a strong positive relational connection in various conceptualisations of emotional intelligence. The analysis also indicates that such a relationship changes with regard to personal traits and methods of measurement, which underlines the impact of developmental and methodological aspects(Miao, Humphrey, and Qian 2018). Based on conceptual insights from care-based professional practice, the analysis highlights the importance of promoting mental and physical health at the team level through emotionally intelligent approaches. The discussion also links emotional intelligence to global sustainability strategies, highlighting its applicability to health, well-being and effective working systems in the entrepreneurial circles(da Silva 2025). This review paper attempts to evaluate the importance of emotional intelligence and Indian healing techniques on building strong work culture and entrepreneurship sustainability. This research demonstrates the benefits of emotional regulation, mindfulness, resilience, and Indian health practices on creativity, teamwork(Ramesh, Pathinettampadiyan, and Sridhar 2025). The implications are that organizational performance can only be maintained through proper alignment of the dynamic environmental conditions and internal workplace climates. The proposed framework is a conceptualisation of Organisations as adaptive systems where structural and cultural forces are made to interact with the forces of society and economy, providing a diagnostic tool to balance the well-being of employees with the constant changes in an organisation(Sopow 2020).

Discussion:-

It is emphasized that Indian wellness traditions and emotional intelligence can help establish a robust platform upon which a healthy work culture could be formulated that can sustain the entrepreneurial growth. Previous studies demonstrate that emotional intelligence is a psychological mediator between the sustainability perception and entrepreneurial motivation((Baysak, Bilgetürk, and Berber 2026). There is an increased resiliency, interpersonal effectiveness, and adaptive decision-making in entrepreneurs of higher emotional intelligence which are critical in maintaining performance in uncertain environments(Ingram et al. 2019; Pathinettampadiyan and Thavaraj 2025a). Some of the studies underline that emotional intelligence boosts networking competence, creativity, and organizational performance, which in turn leads to a stronger entrepreneurial ecosystem(Darvishmotevali, Altinay, and De Vita 2018; Singh and Kovid 2023). The fact that emotional intelligence has a moderating influence on the use of social capital also supports the strategic value of this factor in entrepreneurship(Boohene, Gyimah, and Osei 2020). Such discoveries imply that emotional competencies are not personal traits alone, but also determine group organizational performance. Mindfulness and yoga are components of Indian wellness, and they offer you alternative avenues to the development of these emotional competencies. It has been shown that mindfulness training positively affects psychological health and work performance(Hilton et al. 2019). This mindfulness and emotional intelligence is not a new idea and has been proven to have a positive relationship and thus forms synergistic relationships that enhance professional resilience and well- being(Jiménez-Picón et al. 2021; Miao, Humphrey, and Qian 2018).

Conclusion:-

Emotional intelligence is identified in this integrative review as a core competence in the development of sustainable entrepreneurship and healthy work cultures. In a variety of theoretical and empirical views, emotional intelligence is established as one of the key processes by which cognitive awareness, sustainability consciousness and social values are transformed into entrepreneurial intention and performance. The entrepreneurs that exhibit greater levels of emotional competencies show greater levels of resilience, adaptive decision making processes, networking abilities and creative output and can deal with uncertainty and maintain a competitive advantage. Such results confirm the opinion that emotional intelligence is not a personal characteristic and a shared asset that shapes the organizational climate, cooperation, and sustainability. The review also highlights the applicability of the Indian wellness tradition especially mindfulness and yoga as the alternative avenues towards developing emotional control, self knowledge, and mental health in the workplace.

There is always evidence that these practices help build emotional competencies, alleviate work stress, and achieve holistic health, which preconditions long-term productivity and innovation. Emotional intelligence, as a conceptual construct, when combined with wellness-based interventions can provide a culturally informed and strategically useful framework of boosting workplace resilience. It emphasizes the need to integrate emotional intelligence and wellness-based practices in the development of entrepreneurs, organizational policies and leadership frameworks. It could be beneficial that in future studies, the integrated frameworks should be empirically validated in cultural and sectoral settings to enhance even more the theory and practice of sustainable entrepreneurship and organizational well-being.

Reference:-

1. Aggarwal, Pankhuri, and Sujata Sriram. 2018. "Exploring Well-Being among Mental Health Professionals in India." *Psychological Studies* 63(4): 335–45.
2. Ameer, Farah, and Naveed R Khan. 2023. "Green Entrepreneurial Orientation and Corporate Environmental Performance: A Systematic Literature Review." *European Management Journal* 41(5): 755–78.
3. Baysak, Birol, Mahmut Bilgetürk, and Şayan Berber. 2026. "Psychological Drivers of Social Entrepreneurship: The Mediating Role of Emotional Intelligence in Translating Sustainability Consciousness into Intentions." *Social Enterprise Journal*: 1–21.
4. Boohene, Rosemond, Regina Appiah Gyimah, and Martin Boakye Osei. 2020. "Social Capital and SME Performance: The Moderating Role of Emotional Intelligence." *Journal of Entrepreneurship in Emerging Economies* 12(1): 79–99.
5. Chapman-Clarke, Margaret. 2017. "Why Mindfulness at Work Matters—the 'Reboot' for Emotional Intelligence Development." *Development and Learning in Organizations: An International Journal* 31(2): 1–4.
6. Darvishmotevali, Mahlagha, Levent Altınay, and Glauco De Vita. 2018. "Emotional Intelligence and Creative Performance: Looking through the Lens of Environmental Uncertainty and Cultural Intelligence." *International Journal of Hospitality Management* 73: 44–54.
7. Dhanasekaran, Ramkumar, and Samuel Thavaraj. 2024. *Emotional-Intelligence-Front*.
8. Fodor, Oana C, and Sebastian Pinte. 2017. "The 'Emotional Side' of Entrepreneurship: A Meta-Analysis of the Relation between Positive and Negative Affect and Entrepreneurial Performance." *Frontiers in Psychology* 8: 310.
9. Hagen, Ingunn, and Øivind Hagen. 2024. "The Impact of Yoga on Occupational Stress and Wellbeing: Exploring Practitioners' Experiences." *Frontiers in public health* 12: 1352197.
10. Hilton, Lara G, Nell J Marshall, Aneesa Motala, Stephanie L Taylor, Isomi M Miake-Lye, Sangita Baxi, Roberta M Shanman, et al. 2019. "Mindfulness Meditation for Workplace Wellness: An Evidence Map." *Work* 63(2): 205–18.
11. Ingram, Amy, Whitney Oliver Peake, Wayne Stewart, and Warren Watson. 2019. "Emotional Intelligence and Venture Performance." *Journal of Small Business Management* 57(3): 780–800.
12. Jiménez-Picón, Nerea, Macarena Romero-Martín, José Antonio Ponce-Blandón, Lucía Ramírez-Baena, Juan Carlos Palomo-Lara, and Juan Gómez-Salgado. 2021. "The Relationship between Mindfulness and Emotional Intelligence as a Protective Factor for Healthcare Professionals: Systematic Review." *International journal of environmental research and public health* 18(10): 5491.
13. K, Murugesan, and Well Haorei. 2026. "Entrepreneurial Risk-Taking: Emotional Intelligence and Entrepreneurial Performance Perspectives." *International Journal For Multidisciplinary Research* 8. doi:10.36948/ijfmr.2026.v08i02.70315.
14. López-Leyva, Josué Aarón, Miguel Ángel Ponce-Camacho, Alfredo Valadez-García, Víctor Manuel Ramos-García, and Hania Nered Mena-Ibarra. 2022. "Entrepreneurship Intentions Analysis of Mexican University Students Using an Artificial Neural Network to Promote Sustainable Businesses: An Interdisciplinary Perspective." *Sustainability* 14(4): 2280.
15. Miao, Chao, Ronald H Humphrey, and Shanshan Qian. 2018. "The Relationship between Emotional Intelligence and Trait Mindfulness: A Meta-Analytic Review." *Personality and Individual Differences* 135: 101–7.
16. Mutoko, Wilbert R, and Jennifer Chishamiso Nzonzo. 2016. "Emotional Intelligence as a Tool for Developing Entrepreneurial Professional Networks." *Journal of Entrepreneurship and Business Innovation* 3(1): 117.
17. Pandya, Apurvakumar, Niharika Khanal, and Mudita Upadhyaya. 2022. "Workplace Mental Health Interventions in India: A Rapid Systematic Scoping Review." *Frontiers in Public Health* 10: 800880.
18. Pathinettampadiyan, B. 2025. "Emotional Intelligence and Entrepreneurship-A Literature Review With Implications For Small-Scale Entrepreneurs In Developing Economies." *EPR International Journal of Economics Business and Management Studies* 12(4): 132–39. <https://eprajournals.com/IJHS/article/15707>.
19. Pathinettampadiyan, B, and H Samuel Thavaraj. 2025a. "The Role of Emotional Intelligence in Enhancing Entrepreneurial Performance: A Global Literature Review." *International Journal of Science and Research Archive* 15(03): 1671–77. <https://doi.org/10.30574/ijrsra.2025.15.3.1928>.
20. Pathinettampadiyan, B, and H Samuel Thavaraj. 2025b. "THE ROLE OF EMOTIONAL INTELLIGENCE IN ENTREPRENEURIAL DECISION-MAKING." Hamlin McGill publishing House: 182–90.
21. Poddar, Ankur, and Raina Chhajer. 2024. "Detection and Disclosure of Workplace Mental Health Challenges: An Exploratory Study from India." *BMC Public Health* 24(1): 1874.
22. Rajasekar, A., & Sivagnanam, P. Effect of electronic customer relationship management on customer

- satisfaction and customer loyalty with the mediation of digitalization, *International Journal of Commerce and Management Research*, 11(8), 25-29
23. Rajasekar, A., & Sivagnanam, P. Financial Inclusion And Sustainable Entrepreneurship: Catalysing Women's Empowered Livelihoods In India, *International Journal of Science and Advance Research In Technology*, 11(9), 58- 68.
 24. Rajasekar, A., & Prabahar, B. (2025). Role of Environmental Information In Sustainability Planning: Effects On Eco-Conscious Consumer Behavior And Corporate Initiatives. *TPM–Testing, Psychometrics, Methodology in Applied Psychology*, 32(S5 (2025): Posted 03 August), 1841-1855.
 25. Rajasekar, A., Prabahar, B., & John, M. M. (2025). Implications Of Greenwashing For Ethical Brand Development: A Mediated Analysis Of Consumer Skepticism, Trust, And Brand Equity. *Cultura: International Journal of Philosophy of Culture and Axiology*, 22(9s), 608-625.
 26. Ramesh, S, B Pathinettampadiyan, and G Sridhar. 2025. "Linking Emotional Intelligence, Leadership and Well-Being for Enhanced Entrepreneurial Performance and Growth." *International Journal of Science and Research Archive* 19(2): 1–9. <https://doi.org/10.30574/ijrsra.2025.17.1.2823>.
 27. Ravichandran, K, V M Chandirasekaran, and G Vigneshwaran. 2026. "Governance of Employees in Cooperative Societies: A Study on Appointment, Recruitment Bureau, Common Cadre and Disciplinary Control in Tamil Nadu." *Journal Publication of International Research for Engineering and Management (JOIREM)* 4(4).
 28. da Silva, Tiago Manuel Horta Reis. 2025. "The Role of Emotional Intelligence in Promoting Mental Peace, Healthy Work Environments, and Emotional Well-Being Among Entrepreneurs." In *Supporting Psychological and Emotional Wellbeing Among Entrepreneurs*, IGI Global, 401–26.
 29. Singh, Neetika, and Raj K Kovid. 2023. "Women Entrepreneur's Emotional Intelligence and Firm Performance: Mediating Role of Networking Competencies." *FIIB Business Review*: 23197145231184308.
 30. Sivagnanam, P., & Rajasekar, A. (2025). The Moderating Role of Product Innovation In The Impact of Artificial Intelligence on Customer Trust And Consumer Well-Being, *International of Journal of Science and Advanced Research in Technology*, 11(10), 12-16.
 31. Sopow, Eli. 2020. "Aligning Workplace Wellness with Global Change: An Integrated Model." *Journal of Organizational Change Management* 33(5): 909–23.
 32. Valdesalici, Alice, Silvia Cerea, Alessandra Pecunioso, Antonio Paoli, Gioia Grigolin, Rosa Nardelli, Alessandra Armenti, and Marta Ghisi. 2024. "Promoting Workplace Psychological Wellbeing through Yoga and Tai Chi Classes in Female University Employees." *Frontiers in Psychology* 15: 1502426.
 33. Vanessa.KA, Vanessa.KA, G Kingsly, and Samuel Thavaraj. 2026. "Artificial Intelligence in Education: A Review of Its Influence on Students' Emotional Processes and Learning Outcomes." *International Journal of Research and Analytical Reviews* 13. doi:10.56975/ijrar.v13i2.334515.
 34. Woodfield, Paul, Christine Woods, and Deborah Shepherd. 2017. "Sustainable Entrepreneurship: Another Avenue for Family Business Scholarship?" *Journal of Family Business Management* 7(1): 122–32.