

# **Application of Smart Partial Least Squares to explore linkages between Career Enhancement, Communication, Planning & Decision Making among University Teachers**

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**Abstract**—The present study focused on assessment of Career Enhancement, Communication, and Planning & Decision Making among University Teachers by adopting Goodstein’s (1997) scale. The sample comprised of 100 teachers selected purposively from University of Kashmir and the data was analyzed with the help of Smart PLS, SPSS and AMOS software packages. Descriptive analysis revealed that, majority of the respondents fall average on the understudy constructs and a significant number falls in high and low categories. Path analysis was carried out with help of SMART PLS Software and it was found that there is significant correlation between the understudy constructs. The reliability test statistics in the form of construct reliability and Cronbach’s alpha were falling in acceptable thresholds. Likewise the model fit indices (GFI & CFI) that were obtained after carrying out a confirmatory factor analysis, were also found to be satisfactory as indicated by values close to acceptable thresholds of 0.90.

**Keywords:** Role Clarity, Career Development and Conflict Management.