

Emotional Intelligence: Key to Job Satisfaction - A Case Study

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Abstract : Emotional Intelligence is conceptualized as a confluence of learned abilities resulting in wise behavior, high achievement and mental health. This case study is done on IT Sector employees of CAREERNET consultancy at Bangalore. Thus the present study intends to find out the difference in different dimensions of EI and Js Scales among male and female employees and the existing relationship between emotional intelligence and job satisfaction for the beginner age group of employees (25 yrs - 40 yrs) in order to enhance the employees productivity level in the present scenario of recession in employment. It is observed that all promotions and increment are achieved at these 25 yrs - 40 yrs age group employees. Therefore, the sample is selected randomly and grouped. Survey method with the administration of Emotional Intelligence Scale and opinionScedule is used. The findings of the study has revealed that there is a positive relationship between emotional intelligence and performance excellence. The study is concluded with a remark that the relevance of this study should be followed by the administrative body of IT sectors to motivate them and to get more productive work from their employees

Keywords : emotional intelligence, job satisfaction, organisational behavior, IT sector

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