

Emotional Intelligence as a Predictor of Job Satisfaction in the Nigerian Construction Industry

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Abstract : This study examines the role of emotional intelligence (EI) as a predictor of job satisfaction within the Nigerian construction industry. Utilizing a methodology that combines mean comparison and correlation analysis, the research explores how EI influences job satisfaction across diverse demographic and professional categories. The construction industry, known for its dynamic and often challenging work environment, provides a unique context to investigate how EI contributes to employee satisfaction. The findings reveal a significant positive correlation between EI and job satisfaction across the industry. Gender-based analysis shows that male employees typically report higher EI and job satisfaction levels compared to their female counterparts, although the impact of EI on job satisfaction is more substantial among women. The study further explores the relationship between trait EI and specific job satisfaction categories, identifying a general positive association with overall job satisfaction but not with supervisor-related satisfaction. Employees are categorized into four EI classes, consistently showing that higher EI levels correspond to greater job satisfaction. These findings align with existing literature, underscoring EI's pivotal role in enhancing job satisfaction in the construction sector. The study concludes that fostering EI among construction industry professionals can lead to improved job satisfaction and performance. Consequently, organizations are encouraged to integrate EI development into their professional growth programs to cultivate a more satisfied and effective workforce. In essence, this research highlights the importance of EI as a key predictor of job satisfaction in the Nigerian construction industry, providing valuable insights for both industry stakeholders and researchers into the benefits of prioritizing emotional intelligence in this high-stakes environment.

Keywords : emotional intelligence, job satisfaction, construction industry, workforce productivity, demographics

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