

The Relationship between Emotional Intelligence and Leadership Performance

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Abstract : The current study was aimed to explore the relationships between emotional intelligence, cognitive ability, and leader's performance. Data were collected from 260 senior managers from UAE. The results showed that there are significant relationships between emotional intelligence and leadership performance as measured by the annual internal evaluations of each participant ($r = .42$, $p < .01$). Data from regression analysis revealed that both variables namely emotional intelligence ($\beta = .31$, $p < .01$), and cognitive ability ($\beta = .29$, $p < .01$), predicted leadership competencies, and together explained 26% of its variance. Data suggests that EI and cognitive ability are significantly correlated with leadership performance. In depth implications of the present findings for human resource development theory and practice are discussed.

Keywords : emotional intelligence, cognitive ability, leadership, performance

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