

## **Impact of Emotional Intelligence on Job Satisfaction and Organizational Commitment: A Study on Young Doctors of Pakistan**

**Authors :** Aisha Khalid, Talha Aftab, Fareeha Zafar

**Abstract :** This paper investigates the impact of emotional intelligence on job satisfaction and organizational commitment at workplace in the doctors; age ranging from 25 to 32 years. Job satisfaction and organizational commitment have been considered as important issue in terms of high quality services and superior performance. This paper presents a field survey conducted in 9 different public sector hospitals which operate in Punjab, Pakistan. 250 questionnaires were distributed out of which 180 returned back were showing 72% response rate, confirming the significant positive relationship between emotional intelligence and job satisfaction and emotional intelligence and organizational commitment.

**Keywords :** emotional intelligence, job satisfaction, organizational commitment, young doctors

**Conference Title :** ICOBHRM 2014 : International Conference on Organization Behavior and Human Resource Management

**Conference Location :** Miami, United States

**Conference Dates :** March 10-11, 2014