

The Moderating Effect of Organizational Commitment in the Relationship between Emotional Intelligence and Work Outcomes

Authors : Ali Muhammad

Abstract : The purpose of this study is to determine the moderating of effect of organizational commitment in the relationship between emotional intelligence and work outcomes. The study presents a new model to explain the mechanism through which emotional intelligence influences work outcomes. The model includes emotional intelligence as an independent variable, organizational commitment as a moderating variable, and work performance, job involvement, job satisfaction, organizational citizenship behavior, and intention to leave as dependent variables. A sample of 208 employees working in eight Kuwaiti business organizations (from industrial, banking, service, and financial sectors) were surveyed, and data was analyzed using structural equation modeling. Results indicate that emotional intelligence is positively associated with organizational commitment and that the positive effect of emotional intelligence on job involvement and organizational citizenship behavior is moderated by organizational commitment. The results of the current study are discussed and are compared to the results of previous studies in this area. Finally, the directions for future research are suggested.

Keywords : emotional intelligence, organizational commitment, job involvement, job satisfaction, organizational citizenship behavior, intention to leave

Conference Title : ICBM 2017 : International Conference on Business Management

Conference Location : London, United Kingdom

Conference Dates : August 21-22, 2017