

## **The Effect of Emotional Intelligence on Performance and Motivation of Staff: A Case Study of East Azerbaijan Red Crescent**

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**Abstract :** The purpose of this study is to evaluate the effect of emotional intelligence on the motivation and performance of East Azarbaijan the Red Crescent staff. In this study, EI is determined as the independent variable component of self awareness, self management, social awareness, and relations management, motivation and performance as dependent variables. The research method is descriptive-survey. In this study, simple random sampling method is used and research sample consists of 130 East Azarbaijan the Red Crescent staff that uses Cochran's formula 100 of them were selected and questionnaires were filled by them. Three types of questionnaires were used in this study for emotional intelligence, consisting of the Bradbury Travis and Jane Greaves standard questionnaire; and for motivation and performance a questionnaire is regulated by the researcher with help of professionals and experts in this field that consists of 33 questions about the motivation and 15 questions about performance and content validity were used to obtain the necessary credit. Reliability by using the Cronbach's alpha coefficient /948 was approved. Also, in this study to test the hypothesis of the Spearman correlation coefficient and linear regressions and determine fitness of variables' of structural equation modeling is used. The results show that emotional intelligence with coefficient /865, motivation and performance of in East Azerbaijan the Red Crescent employees has a positive effect. Based on Friedman Test ranking the most influence in motivation and performance of staff in respondents' opinion is in order of self-awareness, relations management, social awareness and self-management.

**Keywords :** emotional intelligence, self-awareness, self-management, social awareness, relations management, motivation, performance

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