

## **Impact of Emotional Intelligence on Employee Commitment: A Study of Employees in Lanka Sugar Company (Private) Limited**

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The main purpose of this research study was to assess the impact of emotional intelligence on employee commitment in the Lanka Sugar Company (Pvt) Ltd. Hence, the impact of employee commitment was assessed by the dimensions of emotional intelligence, such as self-awareness, self-management, social awareness, and relationship management. There is limited research on emotional intelligence and employee commitment in the Sri Lankan context. Thus, the current research seeks to address the shortcoming of the Lanka Sugar company by examining employee commitment and emotional intelligence. This is a quantitative, cross-sectional, field study. The final sample consists of 274 respondents selected from the Lanka Sugar Company (Pvt) Ltd. Primary data were collected through a printed questionnaire developed based on a standard measurement scale. Standard Questionnaire which has met the accepted level of reliability and validity. Data analysis was done with the aid of Statistical Package for Social Science (SPSS) encoding descriptive statistics, Exploratory Factor Analysis, correlation and regression, and ANOVA. According to the regression analysis, results indicate that emotional intelligence significantly impacts employee commitment by 46.5%. Correlation analysis results in that there is a significant moderate positive relationship between emotional intelligence and employee commitment. The present study's findings support the empirically justified conception of emotional intelligence and employee commitment. Based on the findings, the researcher is recommended that to increase employee commitment, managers need to provide effective emotional intelligence programs for their employees and evaluate results to measure their success.

***Keywords:*** *Employee Commitment, Emotional Intelligence*

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