

The Impact of Emotional Intelligence on Employee Engagement: Evidence from a Private Commercial Bank in Sri Lanka

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The main purpose of this research study was to determine the impact of emotional intelligence on employee engagement in executive level employees in Sampath Bank. The association between emotional intelligence and employee engagement is well-established in western literature. Still, few studies have examined in Sri Lanka context banking sector. This is the first study that examines the impact of emotional intelligence on employee engagement in executive level employees in Sampath Bank especially about executive above cadre employee category in banking sector. Hence this was a quantitative and cross-sectional research study. This methodology reviews existing literature related to the research theme and primary data. Primary data have been collected through structured and standard questionnaires using convenience sampling. The measures of the study were of good quality after ensuring reliability and validity. Data were collected from 179 respondents, 60.05% of the expected sample size. Simple regression analysis was used to test the hypotheses of the study. Analysed results showed a significant impact of emotional intelligence on employee engagement in executive level employees in Sampath Bank. Analysed results showed a significant impact of emotional intelligence on employee engagement in executive – level employees in Sampath bank. It will be a more reliable and valid study with a larger sample from around the country all employees.

Keywords: *Emotional Intelligence, Employee Engagement, Executive Level Employees*

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