

Determinants of Emotional Intelligence: A Study of the Employees of XYZ Organization

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The purpose of this research is to identify the determinants of the emotional intelligence of employees. This study examined the determinants of emotional intelligence adopted by Bar-On's (1997) Emotional Quotient Inventory and that encompasses Intrapersonal Skills, Interpersonal Skills, Stress Management, Adaptability and General moods. In addition to that, this study intends to contribute to fill the knowledge gap by looking into the associated factors for EI among employees. There is less research context in Sri Lanka to test the emotional intelligence of employees. This research was conducted using quantitative research method. Executive and above level employees of XYZ organization were chosen as the population of the study. Convenience sampling technique was used. Sample size was 113 and primary data collection was done through a self-administered questionnaire. A Google form was created and distributed to collect data. The number of employees who responded was 104 among 113 employees. Statistical Package for Social Science (SPSS), version 26.0 was used as tool for data analysis and both descriptive and inferential statistics, namely correlation and regression were used to analyze data. The study results indicate that intrapersonal skills, interpersonal skills, stress management, adaptability and general mood have a significant positive relationship with emotional intelligence. The study has different implications on theory and practice.

Keywords: *Adaptability, Emotional Intelligence, General moods, Interpersonal Skills, Intrapersonal Skills, Stress Management and Sri Lanka*

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