

**IMPACT OF EMOTIONAL INTELLIGENCE ON ORGANIZATIONAL
COMMITMENT WITH THE MODERATING ROLE OF PERCEIVED
ORGANIZATIONAL JUSTICE: A STUDY OF ABC
TELECOMMUNICATION COMPANY**

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Previous scholars have identified organizational commitment as an essential tool that can increase retention and reduce turnover rates and improve other overall employment factors. However, the biggest problem facing the industry today is the high employee turnover rate, but significantly, managerial level employees have higher commitment than the other level. This study aims to explore the impact of emotional intelligence on organizational commitment and the moderator role of perceived organizational justice in the above relationship, considering management level employees in ABC Telecommunications Company in Sri Lanka. Although the relationship between organizational commitment and emotional intelligence has been confirmed in the Western literature, it has been relatively difficult to find investigated of this relationship in the Sri Lankan context, especially in the telecommunications sector. The present study investigated how these factors are related to each other and how they affect employees. Deductive approach was applied using an online survey research method and a quantitative research methodology. The population of the study was the managerial level employees of ABC Telecommunication Company, and the sample size was 214. Correlation and regression analyses were performed using SPSS. According to the findings of the study, it is concluded that emotional intelligence has a statistically positive effect on organizational commitment. Furthermore, it was found that perceived organizational justice has a moderating role on emotional intelligence and organizational commitment. A relationship was found between the three variables and both hypotheses were accepted.

Keywords: *Emotional Intelligence, Organizational Commitment, Perceived Organizational Justice*

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