

Impact of Emotional Intelligence on Job Satisfaction: Evidence from Executive Level Employees in Apparel Industry in Kandy, Sri Lanka

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Emotional Intelligence (EI) and job satisfaction play pivotal roles in shaping both the personal and professional lives of employees. However, empirical research on the impact EI and job satisfaction, particularly within the Sri Lankan context, remains limited. This study aims to investigate how emotional intelligence impact on job satisfaction of executive level employees in listed apparel firms located in the Kandy area of Sri Lanka. Employing a quantitative research approach, data were collected through self-administered questionnaires distributed to 100 executive level employees using a convenient sampling technique. The data was analyzed utilizing descriptive statistics, correlation analysis and regression analysis. The findings reveal a strong and statistically significant positive relationship between emotional intelligence and job satisfaction. Specifically, two variables defining emotional intelligence namely self-emotion appraisal and others' emotion appraisal, demonstrate significant impacts on job satisfaction within the selected apparel companies. Based on these findings, the researcher suggests that companies take necessary steps to enhance emotional intelligence among their employees to foster a more satisfying work environment.

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