Emotional Intelligence and Employee Outcomes: Moderating Role of Organizational Politics

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ABSTRACT

Drawing from the previous studies investigating the direct effect of emotional intelligence on employee outcomes, this study proposed that perceived organizational politics (POP) will be negatively related to emotional intelligence and will also moderate the relationships between EI and employee outcomes. 229 employees from 27 public and private organizations of Nepal participated in the study. Hierarchical multiple regression analyses were conducted to test hypotheses. Moderating effect was also tested using graphical method. Regression results showed significant positive relationships between EI and employee outcomes – job satisfaction, job involvement, and organizational commitment. POP was not associated with EI. Assessment of moderating effect showed moderating effect of POP on the relationship between EI and job satisfaction only. Practical and research implications of the findings are discussed and directions for future research are suggested.

Keywords – Emotional Intelligence, Perceived Organizational Politics, Job Involvement, Job Satisfaction, Organizational Commitment

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