Role of Emotional Intelligence in Leaders on the Commitment level of Employees: A study in Information Technology and Manufacturing Sector in India

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Abstract

The scope of this study is to explore the role of Emotional Intelligence in leaders on the commitment level of the subordinates. Data was collected from dyadic sources using survey method and convenient sampling. One hundred and fifty five professionals forming 89 pairs from Information Technology (IT) and Manufacturing sector in India participated in this study. The results indicate a significant relationship between trait-based Emotional Intelligence and Affective Commitment, when the designation of the leader and the subordinate was controlled. However, no significant results were found between Emotional Intelligence and Normative and Continuance Commitment. The result challenges some of the basic assumptions about Emotional Intelligence and suggests that the relationship between Emotional Intelligence and Organizational Commitment is complex.

Keywords: Emotional Intelligence, Organizational Commitment, IT Sector, Manufacturing sector, Indian Professionals

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