Project Outcomes improved by Emotional Intelligence

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Abstract: about 200 words (it should state the problem of the study, variables used, results and relevance of the study)

Besides the business pressures to keep projects performing, the technology sector faces ever increasing diversity in its workforce, bringing to the project teams challenge of developing soft skills such as emotional intelligence (EI). In the present study, the focus was on the Hispanic population because few researchers have conducted studies involving the significant value of EI and project outcomes from the Hispanic perspective. The purpose of the quantitative correlational research study was to examine if a significant relationship existed between the Emotional Intelligence (EI) competencies of Hispanic team members and project outcomes within the technology sector in the United States. The results of the statistical analyses were convincing in establishing a statistically significant relationship between EI competencies, identified as predictor variables and the Project Outcomes identified as criterion variables. A significant recommendation is to explore the possibilities of integrating EI in the employee development curriculum for project teams. Project managers should explore means to make EI training a routine part of employee development. Managers might also practice EI skills in their daily interactions with project team members inside and outside the organization.

Keywords: Emotional Intelligence, Project Outcomes, Hispanics, EI Competencies

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