

## عنوان مقاله:

The Effect of Emotional Intelligence on Job Motivation

## محل انتشار:

دومین کنفرانس بین المللی مدیریت و علوم اجتماعی (سال: 1395)

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## خلاصه مقاله:

In the recent decades emotional intelligence has received a lot of attention and a large body of research has been carried out in this regard. Emotional intelligence calls for the acquisition of certain emotional skills. So the main goals of the present research are to determine the impact of emotional intelligence on the supervisors' job motivation and to identify the state of the supervisors' emotional intelligence and its relationship with some demographic features. Some of the supervisors of the subsidiary units of a large Industrial Complex in Iran comprise the statistical population of this study. In order to participate all the managers of the units, the sample population was selected on the basis of random sampling. Considering the reliability of the collected questionnaires, data from 111 questionnaires were analyzed. Descriptive analyses as well as inferential analysis were used to analyze the obtained data. The results revealed that there is a significant difference between the supervisors' job motivation with high and low emotional intelligence. The Findings also show that emotional intelligence is not influenced by demographic variables. The findings of this study can show the importance of paying attention to the supervisors' emotional intelligence and its relation to job motivation. Thus it can make managers aware of the significant role of emotional intelligence in organizational productivity and through reinforcing and promoting emotional intelligence we can improve the relationship between the managers and supervisors.

## کلمات کلیدی:

emotional intelligence, job motivation, demographic variables

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