The relationship between emotional intelligence, organizational commitment, and job satisfaction on Job Performance of employees (Case Study: Oil Pipeline and Telecommunication Company of Iran)

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Abstract

This study examines the relationship between emotional intelligence, organizational commitment, and job satisfaction on job performance of employees. Bar-On’s standard questionnaire is used for emotional intelligence (1997), King’s standard questionnaire is used for spiritual intelligence (2008) and Hersey-Goldsmith’s questionnaire is used for job performance (1981). Analysis of data using correlation and stepwise multiple regression was performed. The results showed that emotional intelligence and organizational commitment by \(r=0.580\), \(p=0.001\) and job satisfaction by \(r=0.55\), \(p=0.001\) are significantly positively related. The positive relationship between job satisfaction and organizational commitment and significant by \(r=0.535\), \(p=0.001\) The results showed that feelings and emotions transparency component in predicting organizational commitment, and job satisfaction is significant.

Keywords: Emotional intelligence, organizational commitment, job satisfaction, job performance

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