

EMOTIONAL INTELLIGENCE AND ITS CORRELATION WITH JOB PERFORMANCE OF STAFF AMONGST MEDICAL UNIVERSITIES IN KARACHI, PAKISTAN

BY

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DEDICATION

I want to honor my friends, teachers, and family who supported me throughout my MBA program by dedicating this research to them. I remarkably thank them for their guidance and perpetual energy.

ACKNOWLEDGEMENT

I would like to acknowledge and given my warmest thanks to my supervisor, Miss Munaza Bibi, who helped me at every step in completing this research work. I wouldn't be able to do this task without her guidance.

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Finally, I want to give Allah the glory, without whom i could never have accomplished these things.

ABSTRACT

Purpose:

The given research project is focused on the question, "Emotional intelligence and its correlation with staff job performance at medical universities in Karachi, Pakistan. "This study's goal is to investigate the precise relationship between an employee's performance and emotional intelligence. Our study will assist numerous universities in establishing and exploring the concept of employee engagement to ensure high staff productivity, which will boost the achievement of organizational and individual goals.

Methodology & Design:

This study is a quantitative deductive research approach.

The cross-sectional survey design was used in this investigation for the purpose of data collection, 238 samples were collected from Convenience sampling Technique from employees of different medical universities in Karachi. In addition, a survey questionnaire with the research instrument Likert 1 to 5 was used. The researcher used the primary data collection method. For the purpose of data analysis, the SPSS tool is being used with the help of frequency analysis, regression, and correlation techniques.

Findings:

The outcome of the research has shown a significant relationship of internal motivation, social awareness, and social skills with job performance. On the other hand, it also found out an insignificant relationship of Self-awareness and Self-regulation with the Job performance.

Limitations:

In this study there were limited participants (238), with limited time, research could not be done on large scale. Cross-sectional data were used to generate the study's findings; longitudinal data might have revealed additional variations. Specifying the universities is not done. Third, this study was only limited to medical employees, no other organisations are covered in it

Recommendations:

Medical schools must recognise the significant influence that emotional intelligence has on job performance. This study found a favourable association between internal motivation and job performance. In light of this, medical universities should find creative ways to motivate their staff members to do better work that will benefit the organisation as a whole.

Keywords: Emotional intelligence, job performance, Social Awareness, Social regulation, internal Motivation, Social Awareness, Social Skills.

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