

The Effect of Emotional Intelligence on the Effectiveness of Transformational Leadership

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Nowadays organizations have realized that technical skills and intelligence quotient alone cannot predict an individual's performance or success. The literature suggested that emotional intelligence plays a vital role in the success of the leadership effectiveness of managers in the workplace. Hence, the purpose of this study was to investigate the effect of emotional intelligence on transformational leadership effectiveness of line supervisors in the apparel sector organization in Sri Lanka. Based on the literature a conceptual model was developed. The study adopted already validated research instruments. The model was empirically tested by collecting data from the line supervisors in ABC Company. A total of 80 line supervisors were selected for the study using the random sampling technique. Regression and correlation analysis was performed using SPSS version 23.0 to test the research hypothesis of this study. This investigation explored the relationship between emotional intelligence and leadership practices.

This study supports the position that emotional stability and emotional intelligence are important factors for organizational transformational leadership. According to the findings of the study, there was a significant relationship between emotional intelligence and transformational leadership effectiveness and emotional intelligence had a strong positive impact on transformational leadership effectiveness.

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