

**“Impact of Emotional Intelligence on Managerial Effectiveness taking  
Organizational Justice as a Moderating variable in Banking and Telecom  
Sector of Pakistan”**



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## ABSTRACT

Utilization of human capital of an organization in effective and efficient manner has always remained a critical factor for the management of the organizations. However today, the factor of the globalization has created an extensive exigency to combat with competition and a challenge to retain the talent. Good management practices require the support of researchers from academia to find out the solution of their real business problems. In the same context Emotional Intelligence in the area of Human Resource Practices has taken important attention where ever the human interactions are involved. In this research we have tried to identify the impact of Emotional Intelligence on the Managerial Effectiveness taking Organizational Justice as a moderating variable.

The domains of Emotional Intelligence identified by Dr. Daniel Goleman namely *Self-awareness, Self-regulation, Social skills, and Empathy* have been tested to check their impact Managerial Skills and effectiveness In this research from the data of 191 managers we have concluded that all four traits of Emotional Intelligence have been found significant with also the effect of different justices in organizations like Procedural, Distributive, Informational etc having impact on Managerial Effectiveness.

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## **DEDICATION**

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