



EMOTIONAL INTELLIGENCE AND EFFECTIVE LEADERSHIP

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ABSTRACT

Purpose:- The fundamental and essential idea of this research is to study the relationship between Emotional Intelligence and Effective Leadership by employees working on leadership level in a pharmaceutical sector, Karachi, Pakistan. This research is conducted in order to identify whether there is any relationship between the above mentioned variables and how significant that relationship is. To quote it by using other words, the purpose is to find out are emotionally intelligent leaders effective leaders and to what extent.

Methodology/sample: In the study the methodology adopted is questionnaire analysis, which is being filled by 50 employees functioning in different pharmaceutical companies in Karachi. These employees are working only at managerial level, assuming leadership roles and referring to diverse age group. Software used for it is SPSS, to make results more accurate. To specify the method, Pearson Correlation method (using two tailed- test) and Regression Analysis (multiple) is adopted in order to prove the established hypothesis for this research conducted.

Findings-When the statistical tools are applied to the data we have come to know that the out of 4 independent variables, 3 show strong relationship with dependent variable means, self management, social awareness and relationship management proved to have positive and significant relationship with leadership, whereas self awareness proved to have negative relationship. Moreover, the findings show that relationship management has strongest impact on effectiveness leadership as compared to other independent variables.

Practical Implications: This research will facilitate the companies to relate, realize and understand the relationship between emotional intelligence and effective leadership. It can build the awareness that emotional intelligence is also a factor to be considered for effective leadership.

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