



Web Report on Guest Lecture on "Role of Emotional Intelligence on the performance of Employees"

Title	Guest Lecture on "Role of Emotional Intelligence on the performance of Employees" for the students of Department of Management Studies
Date	January 15, 2019
Resource Person/Facilitator	Mr. Rajesh Seth
Summary	<p>The facilitator explicated the students on the concept of Emotional Intelligence and how it impacts the performance of employees in an organization. He focussed on concept of self-competence and social competence. Emotional Intelligence is viewed as a skill with two key areas in emotional competence framework; “personal competence” which represents how to manage ourselves (i.e. self-regulation, self-motivation, etc.) and “social competence” which represents how to manage relationships (i.e. empathy, and social skills).</p> <p>Emotional Intelligence has been found to be an important predictor of various enviable organizational outcomes, such as job performance, job satisfaction, organizational citizenship behaviour, and organizational commitment.</p> <p>Emotional intelligence involves managing feelings so that they are expressed appropriately, therefore enabling people to work together towards common goals in a constructive and transparent environment. When the executive values feelings, so will the employees. Thus, if the manager feels optimistic, confident, creative, flexible, tolerant, respectful, and compassionate, the employees will likely mirror these feelings.</p> <p>The resource person focussed on the fact that there is a significant relationship between employees’ emotional intelligence and organizational commitment.</p> <p>The lecture delivered was appreciated by the students and the detailed information shared by the speaker was helpful for students to understand the topic very well. The speaker addressed all the queries of the students and motivated students on how to manage their feelings and continue giving their best in life.</p>