ScholarOne - Examining Social Intelligence as a Personal Resource in the Job Demands-Resources Model

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Abstract

This study examined the impact of Social Intelligence (SI) as a personal resource on psychological well-being and work engagement employing the job demands-resources (JD-R) model. The JD-R model posits that personal resources can directly affect perceptions of job demands and resources, which can lead to positive job outcomes such as psychological well-being and work engagement. A total of 218 employees from Indian non-government organizations (NGOs) participated in the study, and data was collected using self-administered questionnaires. Partial least squares structural equation modelling (PLS-SEM) was used to test the hypotheses. The findings showed that SI has a significant impact on determining perceptions of job demands and resources and also exerts direct effect on well-being and work engagement. This research contributes to the literature on the management of non-profit organizations in particular and has implications for management practices in general. However, it should be noted that the cross-sectional research design of this study is a limitation.

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