ScholarOne - The Impact of Emotional Intelligence on Leadership Effectiveness and Organizational Performance: A Strategic Psychology Perspective

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Abstract

The objective of this study was to ascertain the impact of Emotional Intelligence (EI) on the effectiveness of leaders in the Oil and Gas industry in the United Arab Emirates (UAE). Another objective of this study was to examine leaders’ viewpoints regarding various topics, culture, creativity, and the efficacy of leadership. The main objective of this study was to examine the impact of emotional intelligence (EQ) on the ethical decision-making process of corporate executives. Furthermore, this paper assesses the advantages and disadvantages associated with the utilisation of Emotional Intelligence in diverse work environments. This study uses the interpretivist approach to conceptualise reality as a complex social phenomenon subject to diverse perspectives. The participants were picked by a random sampling method, and a qualitative research methodology was employed. There were fifteen prominent petroleum and gas corporations’ individuals involved in the process of collecting data were referred to as responders. The interviews conducted with the respondents were analysed using a thematic analysis approach. Emotional intelligence refers to an individual’s ability to comprehend and regulate their emotions and those of others. In contrast, positive psychology aims to foster optimal functioning and subjective well-being. Leaders who possess emotional intelligence and utilise positive psychology principles have been found to foster teams that exhibit increased levels of dependability, productivity, creativity, and resilience. An individual’s leadership style refers to their preferred approach to inspiring and guiding their team members. There is a positive correlation between emotional intelligence and the capacity to lead effectively.

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