An explanatory study of the effect of dimensions of Emotional Intelligence on Job Performance during Covid-19 the case study of nongovernmental organizations in Kurdistan region/Iraq

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Abstract

The aim of this paper is to analyze the effect of Emotional Intelligence on Job Performance. However, study and data has been collected during Covid-19 and from Non-Governmental Organizations (NGO) in Kurdistan Region/Iraq. A questionnaire gathered the information that respondents in NGOs in the Kurdistan region participated. In this manner, the approach to this research is quantitative and connected to primary data. One hundred fifty samples of employees from nongovernmental organizations in the Kurdistan region were used to complete the sample size. Continually, the research is limited to statistical examination only (83) sample collected, which is the cause of respondents' incomplete answers. Moreover, the study used SPSS version 26 to analyze the data collection. The researcher analyzed the correlation between EI and job performance. The results show a strong relationship between EI and job performance. Since Pearson correlation is R=0.955 near the value (+1), it is a strong positive correlation and significant equal to 0.0000, less than 0.05. Also, the researcher analyzed the correlation between dimensions of EI and job performance. The results show that between four dimensions of EI such as self-awareness, social awareness, self-management, and management relationship, the association between management relationship and job performance is highest in statistics. Since Pearson correlation is R=0.955 near the value (+1), it is strong positive correlation and significant equal to 0.0000, less than 0.05. Furthermore, the t-test result shows that significant equal to 0.628, which is more than the 0.05. So, equal variance is assumed between a group of male and female.

Keywords: Emotional Intelligence, Employee Performance, Non-Government Organization, Kurdistan Region, Regression Analysis