



Comprehensive Research Proposal



Presented by Malgorzata Szpila

Research idea

Emotional Intelligence in Business



Research Purpose

While there is considerable research on emotional intelligence and its general impact on work outcomes, studies specifically focusing on how EI influences leaders' job satisfaction and effectiveness are limited. This research will fill that gap, providing a deeper understanding of the specific effects of EI on leadership

(Mayer 2004; Humprey, 2011;)

Most studies on EI have been conducted in broader contexts, focusing on something other than leaders in diverse business environments. This research will provide context-specific insights, making the findings more applicable and actionable for organisations.



General focus research question

How does Emotional Intelligence influence a leader's satisfaction with work and effectiveness in business environments?

Goldilocks Test

How does Emotional Intelligence influence a leader's satisfaction with work and effectiveness in business environments?

Is the question clear?

The question specifies the concept of emotional intelligence and its impact on a leader's satisfaction and effectiveness in business environments.

Is the question focused?

The question focuses on the relationship between emotional intelligence and two specific outcomes: leader satisfaction and overall effectiveness.

Is the question researchable?

This question can be researched using various methods, such as surveys, interviews, and case studies involving leaders in different business environments.

Goldilocks Test

How does Emotional Intelligence influence a leader's satisfaction with work and effectiveness in business environments?

Is the question complex?

The question is complex enough to allow for in-depth analysis, considering it examines emotional intelligence's influence on satisfaction and effectiveness.

Is the question feasible?

Conducting research on this topic is feasible, as there are existing measures for emotional intelligence and leader satisfaction/effectiveness and a substantial body of literature on leadership and organisational behaviour.

Research objectives

01

To examine the relationship between emotional intelligence and a leader's job satisfaction.

02

To identify key emotional intelligence competencies that contribute most significantly to leader satisfaction and effectiveness.

03

To compare the levels of emotional intelligence between satisfied and dissatisfied leaders.

04

To develop recommendations for enhancing leader satisfaction through emotional intelligence training and development.

Deductive Approach

- Theory-Drive - There are established theories linking emotional intelligence (EI) and leadership effectiveness. However, few studies have explored the correlation between EI and job satisfaction.
- Hypothesis Testing: hypotheses based on these theories, such as "Leaders with higher emotional intelligence will report greater job satisfaction" or "Emotional intelligence positively impacts leadership effectiveness." (Görgens-Ekermans, 2021; Fakhra, 2013)
- Data Collection and Analysis: Data is then collected to test these hypotheses. The aim is to see if the data supports or refutes the initial hypotheses.



Mixed-methods approach

Qualitative and Quantitative



Research Methods

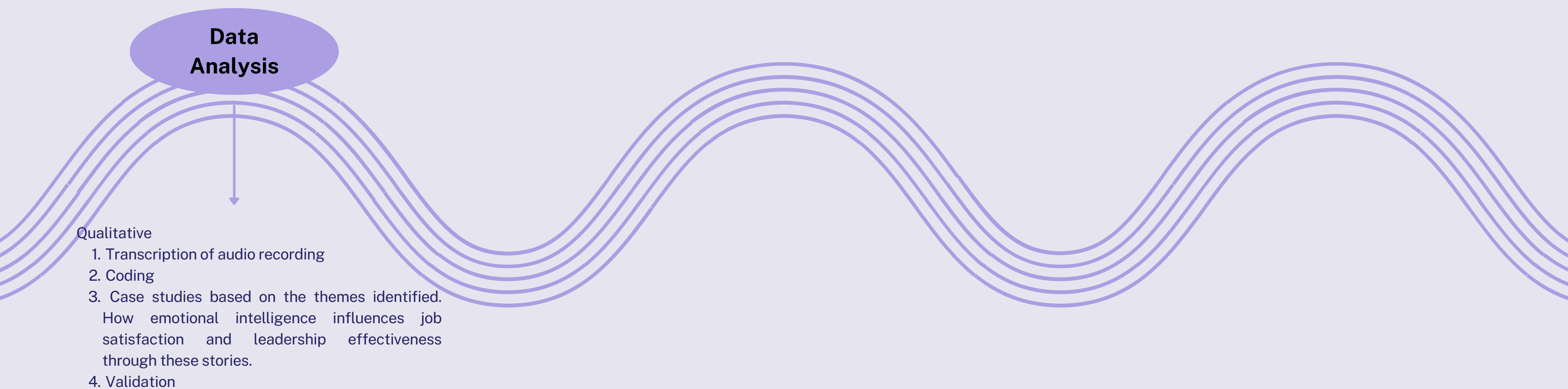
Mixed-methods approach



Research Methods

Mixed-methods approach

Data Analysis



Qualitative

1. Transcription of audio recording
2. Coding
3. Case studies based on the themes identified.
How emotional intelligence influences job satisfaction and leadership effectiveness through these stories.
4. Validation



Thank you



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