

The Predictive Validity of Emotional Intelligence on Employee Performance

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The catalytic influence of emotions in the workplace was documented initially by scientists and psychologists like D. Goleman, R. Bar-On, P. Salovey and J.D. Mayer among others, providing the first descriptions of a newly formed concept, known as Emotional Intelligence. Goleman and Bar-On documented the correlation between Emotional Intelligence and Employee Performance, underlying the impact of emotional behavior on performance output.

Research has shown that, the emotional influence on business performance is more prominent in a family business environment. Davis and Tagiuri (1989) documented the change in the dynamics within an organization, once the family cycle is introduced in the three-cycle model of the family business system, due to the presence of emotions within that system.

Our research aims to assess the correlation between Emotional Intelligence and Employee Performance in a family business environment and attempts to innovate by examining Emotional Intelligence as the predictor of future Employee Performance.

With the use of reliable scientific measurement scales, a 55-item short scale is introduced as our measurement tool, comprised of four sectors that include, the demographics, the emotional intelligence scale, the employee performance scale and the social desirability scale to assess the validity of the theoretical claims on deceptive behavior, as well as, to quantify its potential influence on response objectivity.

The scope of our research is two-fold:

1. To assess the correlation between Emotional Intelligence and Employee Performance in a family-business environment, and,
2. To examine the use of Emotional Intelligence as a predictor of Employee Performance.

Biography:

Education:

1. BSc Economics, University of Essex, Colchester, UK, 2000-2004
2. MSc Applied Economics and Finance, Athens University of Economics and Business, Athens, Greece, 2004-2006
3. PhD (candidate) Organizational Behavior – Emotional Intelligence and Employee Performance, Panteion University of Social and Political Sciences, Athens, Greece, 2019-present

Additional Education:

1. The Art of Negotiation: Techniques for Achieving an Agreement (introductory), National Center for Public Administration and Local Government, Greece, April 2024.
2. Business Analytics / Business Intelligence, Workearly, Greece, January 2023

Work Experience main titles:

1. Research Associate, 2010-2015
2. Manager of Market Research and Studies, 2007-2019
3. Business Development Manager, 2014-2022
4. LLC Consultant, 2022-present