

**IMPACT OF INTERPERSONAL EMOTION REGULATION OF
MANAGERS ON SUBORDINATE'S JOB PERFORMANCE OF
BANKING SECTOR IN KURUNEGALA DISTRICT**



By

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ABSTRACT

The objective of this study is to examine the impact of Interpersonal Emotion Regulation of Managers on Subordinate's job performance of Banking Sector in Kurunegala District. The goal of this study is to improve our understanding of how managers' ability to control their interpersonal emotions affects their subordinates' performance on the job in the banking industry. According to the employees of the banking sector, very few researches have attempted to map the association between managers' interpersonal emotion regulation and subordinates' job performance. The human resource department of the banking industry works to comprehend how individual performance constructs in order to discover the most valuable and helpful resources. As a result, it is crucial to comprehend and pinpoint the factors that have the greatest impact on work performance based on managers' interpersonal emotion management of subordinates' job performance in the banking industry. The study accompanies with Quantitative research approach and Primary data had been practiced by this study. Structured questionnaire was used for data collection and it consists with two parts as personal information of the respondent and research information. Questionnaire included questions with five point Likert scale. The population of the study was the banking subordinates in the Kurunegala district. Convenience sampling technique was used as sampling method and used Kurunegala district as research area. Data were collected from 294 respondents. Collected data were analyzed using SPSS 22.0. The data were analyzed using descriptive statistics, correlation, and regression analysis. The overall results of this research showed that managers' emotions have a significant effect on subordinates. The results show that Enhancing positive create a policy that outlines the organization's commitment to the wellbeing of its employees. The relationship between managers and employees should always be enhanced.

Keywords: *Enhancing positive affect, Soothing, Perspective Taking, Social modeling*

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