EMOTIONAL INTELLIGENCE AND JOB SATISFACTION AS PREDICTORS OF ORGANIZATIONAL COMMITMENT AMONG SECONDARY SCHOOL TEACHERS: AN EMPIRICAL STUDY IN MANMUNAI WEST DIVISION SCHOOLS

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ABSTRACT

An important area of research that how to emotional intelligence of Teachers which leads to job satisfaction and which ultimately improve organization's commitment. School Teachers who are satisfied with their jobs are still not good performers. This may be because of their lack of emotional intelligence and commitment to the organization; this point of view emphasizes the importance of the study of Emotional intelligence, Job satisfaction and it relationship with organizational commitment. Present study was a humble endeavor toward exploring the dynamic relationship between the three very important organizational variable.

The present study was conducted in Manmunai West Education Zone in Batticaloa and aimed to analyze what extend teachers' Emotional intelligence and Job satisfaction on impact on organizational commitment on their employment and also relationships among teachers' Emotional intelligence, Job satisfaction and organizational commitment. The teachers were selected from 10 school in Manmunai West Division Schools in Batticaloa as statistical population of the study. There were 221 teachers in those selected school. After distribution of questionnaires among the teachers, a total of 100 questionnaires were gathered. The research method used for this study is Univariate, Bivariate and Regression analysis.

Keyword: Emotional intelligence, Job satisfaction, Organizational Commitment.

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