

## Effect of Emotional Intelligence and Job Tenure on Employee Effectiveness

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### ABSTRACT

*The study examines the independent as well as interactive effects of emotional intelligence and job tenure on employee effectiveness. The study employed 2\*2 factorial designs with emotional intelligence and job tenure as the independent variables. The study was fetched out on 450 employees working with variegated manufacturing organisations in Madhya Pradesh state of India. A standardised scale of Daniel Goleman was exerted for accumulating the data regarding emotional intelligence, while data regarding job tenure was accumulated from demographic information as well as a self-developed thirty five item scale for employee effectiveness. The scales were ascertained to be reliable and valid. The results of study divulged that emotional intelligence independently promotes employee effectiveness while job tenure has not authenticated any significant effect on employee effectiveness. The interactive relationship of emotional intelligence and job tenure has validated a significant effect on employee effectiveness. Further, the results also divulged a significant endowment of emotional intelligence in enhancing employee effectiveness.*

**KEYWORDS:** Emotional Intelligence, Job Tenure, Employee Effectiveness, Manufacturing Organisations, Madhya Pradesh, India

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