

DOES MINDFULNESS HAVE A ROLE IN THE RELATIONSHIP BETWEEN EMOTIONAL INTELLIGENCE AND SELF-PERCEIVED JOB PERFORMANCE?

Anthony Oboh, Sensational Consulting LLC., U.S.A.
Richard Mendelson, Keiser University, U.S.A.
David Bracken, Keiser University, U.S.A.
Shoshana Dayanim, Keiser University, U.S.A.

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ABSTRACT

This article contributes to the existing body of literature on emotional intelligence (EI) in the workplace by *empirically studying its effects on employees' job performance. Different studies on EI and job performance have produced conflicting results. To have a better understanding of the relationship between EI and job performance, some scholars suggested that pairing EI with another individual trait would be beneficial to that effect. This study sought to examine mindfulness as the mediating factor between trait EI and employees' self-perceived job performance, utilizing the Trait Emotional Intelligence Questionnaire – Short Form (TEIQue-SF; Petrides, 2009), Work Effort Scale (WESC; De Cooman et al., 2009), and mindfulness at work (Zivnuska et al., 2016) for data collection. A total of 111 participants participated in the study on SurveyMonkey. The results show that there is no positive relationship between trait EI and employees' self-perceived job performance. Conversely, the results indicate a significant relationship between mindfulness and employees' self-perceived job performance, as well as identifying mindfulness as the mediator between trait EI and employees' self-perceived job performance.*

Keywords: Emotional intelligence, job performance, workplace, mindfulness, self-perceived performance, work engagement.

1. INTRODUCTION TO THE STUDY

This research explores the mediating role of mindfulness in the relationship between emotional intelligence (EI) and self-perceived job performance. The concept of EI, according to Salovey and Mayer (1990), points to an individual's ability to recognize, regulate, and use emotions to control feelings, moods, and behaviors. EI, through its definition and benefits, has brought about increased expectations of its ability to predict work performance (Pekaar et al., 2017), thus, aligning with Goleman's (1995) assertion that the level of an individual's EI is just as important as the intelligent quotient (IQ) in predicting job performance. Latif et al. (2017) also claimed that scholars and working professionals are increasingly willing to classify EI as one of the most important skills needed to predict work performance.

Researchers in the scientific field of EI in the workplace have expressed conflicting views through empirical findings on the relationship between EI and job performance. According to Weinzimmer et al. (2017), ample studies suggest that high levels of EI predict work performance. In other words, EI has reportedly been found to be positively related to job performance in numerous studies. Conversely, Latif et al.'s (2017) study show that EI is a poor predictor of job performance. One plausible reason for such conflicting findings in the literature could be the differences in the measurement of EI used to predict job performance. Studies have shown the measurement of EI used to be a limitation in research procedures involving the influence of EI on job performance (Pekaar et al., 2017).

Additionally, Petrides and Furnham (2001) also claimed that any observable differences found in the EI-job performance relationship in any study could be attributed to the differences in the EI measures (i.e., ability EI or trait EI) used in such study. In that light, we postulate that there will be a positive correlation between trait EI, as measured by the Trait Emotional Intelligence Questionnaire (TEIQue, Petrides, 2009) and employees' self-perceived job performance, as measured by the WESC developed by De Cooman et al. (2009). Additionally, we hypothesize that there will be a positive correlation between mindfulness, as