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**IDENTIFYING THE RELATIONSHIP BETWEEN  
EMOTIONAL INTELLIGENCE AND  
ORGANIZATIONAL COMMITMENT**

**(With reference to star rated hotels in Kandy district)**

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## ABSTRACT

Emotions consider as a one of the most vital personal characteristics for every individual. The level of emotional intelligence of a person directly affects for individual's personal characteristics and performances. Accordingly, the degree of emotional intelligence varies from person to person and it highly essential to be succeeding in one's career life.

This research study focuses to identify whether there is a relationship between emotional intelligence and organizational commitment. The objectives of this research were to investigate the relationship between level of emotional intelligence and level of organizational commitment. Further, it focuses to identify the type of organizational commitment which is highly predicted by emotional intelligence. As well as, the research focuses to identify the correlation between each dimension of both variables. The sample of 150 employees was selected for the research those who are working in star rated hotels in Kandy. The sample was selected by using simple random sampling technique.

The data collect by distributing the questionnaire among the respondents and collected data analyzed by using both descriptive statistics and inferential statistics. Accordingly, the overall output of emotional intelligence positively affect on organizational commitment. In addition, findings have concluded that there is no relationship between organizational commitment dimensions and total emotional intelligence. Furthermore, there is no one particular type of commitment which is highly predicted by emotional intelligence. Additionally, only some dimensions show

a correlation with each of other dimensions. Concerning on that, continuous commitment does not correlate with any of emotional intelligence dimensions while affective commitment exhibit a correlation with all the dimensions of emotional intelligence. Normative commitment correlates only with self motivation and self regulation. Concerning on the findings of the research, it will help the hotel industry to introduce and implement the policies where the industry can achieve higher efficiency and effectiveness.