EXPLORING THE LINK BETWEEN EMOTIONAL INTELLIGENCE AND WORKPLACE ANTI-SOCIAL BEHAVIORS

ABSTRACT

For more than a decade Emotional Intelligence (EI) has been promoted as a tool that can be used to provide positive individual, team and organizational outcomes in the workplace. Researchers have demonstrated links between EI and organizational variables including organizational change, leadership, performance, conflict, interpersonal skills, citizenship performance and goal setting. Although much valuable research has been conducted, little is known of the links between EI and workplace anti-social behaviors. Therefore, the purpose of this conceptual paper is to present a proposed program of research that will explore the relationship between EI and anti-social behaviors in an organizational context. Preliminary research findings due to be collected in March 2011 from a pilot group of participants will be presented in full at the conference.

Keywords: Emotional Intelligence, Anti-Social Behaviours, Bullying