

Does emotional intelligence predict career success and job satisfaction among doctors?

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Key Words

Emotional intelligence, job satisfaction, career success, Doctors

Abstract

Emotional intelligence (EI) links to a range of theoretically interesting outcomes. The present study was designed to explore the role of EI as a determinant of job satisfaction and career success among doctors. Purposive sampling technique was used to collect data from 100 participants working in public and private hospitals in Lahore (Pakistan). It was hypothesized that EI would be positively associated with job satisfaction and career success. The gender differences on study variables were also studied. Scale for Emotional Intelligence 'SEI' (Batool, 2011), Career Success Map Questionnaire 'CSMQ' (Derr, 1985) and Job Satisfaction Scale 'JSS' (Warr-cook & Walls, 1979) were used to study the variables. The findings suggest that EI have significant positive relationship with career success and job satisfaction, it also revealed that a significant amount of variance in job satisfaction and career success was accounted for by EI. Female doctors found to have higher score on EI and job satisfaction than male doctors; whereas on career success mean difference between male and female doctors was not significant. The findings of the present study were compared with existing Western literature.