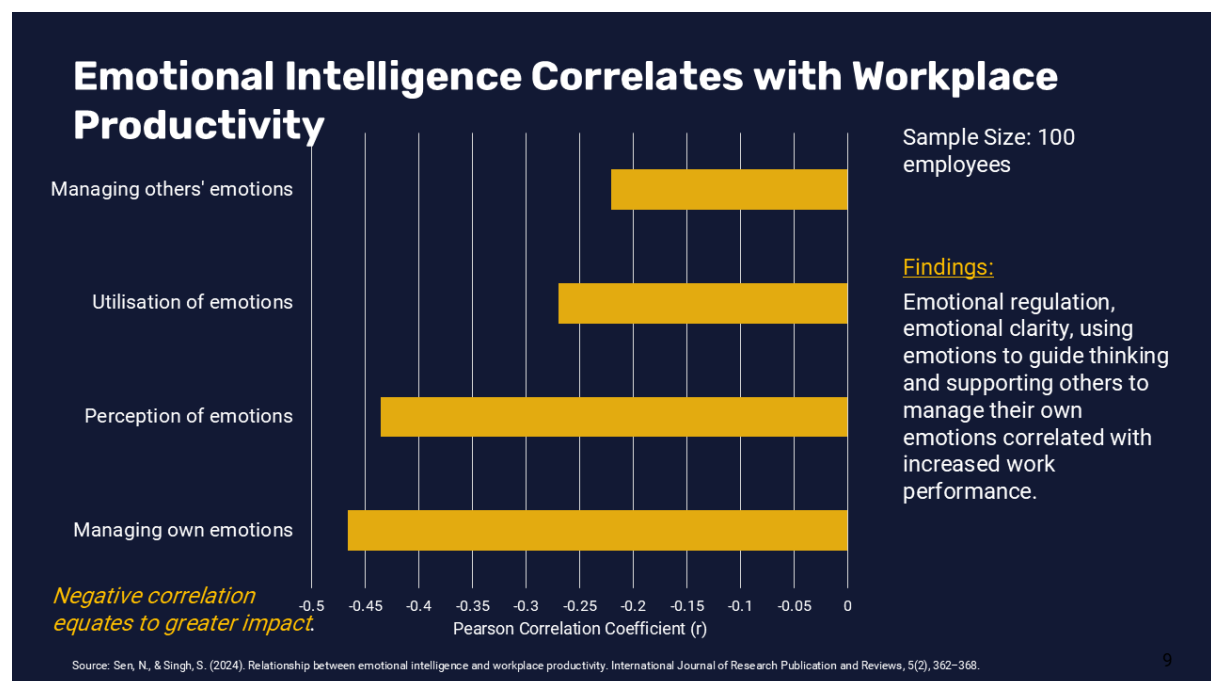


The Relationship Between Emotional Intelligence and Workplace Productivity

A 2024 UK-based study found a statistically significant correlation between emotional intelligence (EI) and workplace productivity.

The chart below shows the relationship between **specific emotional intelligence capabilities** and **workplace productivity**, based on the study of 100 employees using the Schutte Self-Report Emotional Intelligence Test and the Endicott Work Productivity Scale (EWPS).

It's important to understand that with the EWPS, lower scores indicate better productivity. So a negative correlation here is a positive finding - as emotional intelligence increases, productivity improves.



Singh, S. (2024). *Relationship Between Emotional Intelligence and Workplace Productivity*. *International Journal of Research Publication and Reviews*, 5(2), 22855. Retrieved from <https://ijrpr.com/uploads/V5/ISSUE2/IJRPR22855.pdf>

The Findings

- The strongest relationship was with the ability to manage one's own emotions, with a correlation of -0.466. This suggests that employees who can stay composed and emotionally regulated tend to be more productive in their work.
- Perception of emotions - the ability to recognise and understand emotions in oneself and others - also shows a strong positive impact, with a correlation of -0.436.

- Other factors like utilising emotions to guide thinking and action, and managing others' emotions, while slightly weaker, still show statistically significant links to higher productivity.

Why is this important?

This research offers robust evidence that emotional intelligence is not just a “nice to have” soft skill — it’s a measurable performance driver.

The strongest correlations were seen in the ability to manage one’s own emotions and to accurately perceive emotions in others. These are critical workplace capabilities. Employees who can stay composed under pressure, regulate their emotional responses, and understand emotional cues from colleagues or customers are better equipped to:

- Navigate workplace stress and maintain focus
- Communicate clearly and respond constructively to feedback
- Resolve conflicts quickly and maintain team cohesion
- Adapt to change and stay engaged in their work

In other words, emotionally intelligent behaviours support both individual efficiency and team effectiveness.

For leaders and HR professionals, this reinforces the value of integrating emotional intelligence development into:

- **Leadership programs** — to build more self-aware, adaptable, and empathetic managers
- **Onboarding** — to equip new hires with the interpersonal skills needed to thrive
- **Team development initiatives** — to improve collaboration, reduce friction, and boost performance

By targeting competencies like emotional self-awareness, impulse control, and empathy, organisations can lift performance in a way that’s evidence-based and sustainable.

Download the full research paper here -

<https://ijrpr.com/uploads/V5ISSUE2/IJRPR22855.pdf>