

Kingdom of Saudi Arabia

Everyone's Smart University

Management Master's Graduation Project

Study of the Relationship between Emotional Intelligence and Leadership Practices of Private Sector Employees in the City of Riyadh

دراسة العلاقة بين الذكاء العاطفي والممارسات القيادية لموظفي القطاع
الخاص في مدينة الرياض

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20223006260

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Research Title: Study of the Relationship between Emotional Intelligence and Leadership

Practices of Private Sector Employees in the City of Riyadh

Introduction:

The purpose of this research proposal is to investigate the relationship between emotional intelligence (EI) and leadership practices among private sector employees in the city of Riyadh. This study will contribute to the existing body of knowledge on the significance of emotional intelligence in effective leadership. Emotional intelligence refers to an individual's ability to understand, manage, and express emotions effectively, while leadership practices pertain to the behaviors and actions exhibited by leaders in influencing their subordinates. This study aims to explore if there is a correlation between emotional intelligence and effective leadership practices in the context of the private sector in Riyadh.

Research Objectives:

The research objectives of this study are as follows:

- a) To assess the level of emotional intelligence among private sector employees in Riyadh.
- b) Examine the leadership practices demonstrated by leaders in the private sector in Riyadh.
- c) Analyze the correlation between emotional intelligence and effective leadership practices.
- d) To identify the factors that influence the development of emotional intelligence and leadership practices in the private sector in Riyadh.
- e) Provide recommendations for organizations to enhance leadership development programs based on emotional intelligence.

Literature Review:

This research proposal will include a comprehensive review of relevant literature on emotional intelligence, leadership practices, and their relationship in the context of the private sector. The literature review will focus on the theories, models, and empirical studies that have explored similar

topics. Key concepts and variables within emotional intelligence and leadership practices will be defined and discussed.

Methodology:

a) Sample: The study will target a diverse sample of private sector employees in the city of Riyadh. A stratified random sampling technique will be used to select participants from various industries and job roles.

b) Data Collection: A standardized survey questionnaire will be developed based on established scales to measure emotional intelligence and leadership practices in their organizations. The questionnaire will be administered electronically, ensuring confidentiality and anonymity.

c) Data Analysis: Statistical methods, such as correlation analysis and regression analysis, will be used to analyze the data collected. The analysis will explore the relationship between emotional intelligence and leadership practices and identify any significant factors influencing this relationship.

d) Ethics: Ethical considerations will be taken into account throughout the research process, ensuring informed consent, confidentiality, and data protection. The study will adhere to ethical guidelines and principles in conducting research involving human subjects.

Expected Findings and Contributions:

The study is expected to provide insights into the relationship between emotional intelligence and leadership practices among private sector employees in Riyadh. Based on the literature review and data analysis, it is expected that a positive correlation will be found between emotional intelligence and effective leadership practices among private sector employees in Riyadh. The findings of this study will contribute to the existing body of knowledge by providing empirical evidence on the relationship between emotional intelligence and leadership in the specific context of the private sector in Riyadh.

Conclusion:

This research proposal outlines the objectives, methodology, and expected findings of a study examining the relationship between emotional intelligence and leadership practices among private sector employees in the city of Riyadh. By exploring this relationship, the study aims to contribute to the understanding of effective leadership and assist organizations in developing strategies to enhance leadership practices through emotional intelligence development programs.

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