

ABSTRACT

This research focused on the collective or communal impact of emotional intelligence on employee performance. A case study of Mehran University of Engineering & Technology Jamshoro (Pakistan) In every aspect of research finding the word employees' performance as most important factor or element. In this study Emotional intelligence, Basic emotions included (Happiness, Sadness, Fear, Surprise), Organization dedication and loyalty Organization Success are the dependent factors as the Employee performance would be the independent factor. The aim of this research was the proper use of emotional intelligence at the different organization because their impact is motivated the employee's as well as increase the productivity as company success ratio increases day by day. The purpose of this study to highlight the factors or basic emotions (Happiness, Sadness, Fear, and Surprise) and to measure the performance of employee's by using the emotional intelligence. In this study the quantitative methodology is applied using seven Likert scale. The data was collected from the administrative block of Mehran University. This study is limited only Mehran university of Engineering & Technology Jamshoro so similar studies can be done other institutions to enhance. Results can be highlighted as the total number of employees including Senior, Middle and Junior level as the (200) sample size was selected and out of them (150) respondents participated in the research. Overall response rate is 70%. We also conclude the four basic emotions such as (Happiness, Sadness, Fear and Surprise) the results would be shown as the employee would be happy then their emotional stability or the intelligence increases day by day but another aspect of the sadness and fear would decreases the productivity then we give additional benefits, extra allowances retirement benefits it means to facilitate the employees then the outcomes would be given positive they perform well as compare to regarding the employees performance such as employee would be loyal, dedicated and hard worker then their performance ratio increases.

Keywords: Emotional intelligence, Happiness, Sadness, Fear, Surprise, organization success, Employee performance, Organization dedication.