

Emotional Intelligence and Employee Performance: The Mediating Role of Strength-Based Leadership in Kuwait's Oil and Gas Sector

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ABSTRACT

This paper sought to investigate the contribution of strength-based leadership on the relationship between Employee Performance (EP) and Emotional Intelligence (EI) in Kuwait's oil and gas sector. Throughout this paper, the influence of emotional intelligence on employee performance is investigated by examining all five elements of EI (self-awareness, self-regulation, motivation, empathy, and social skills). This study aimed to determine which leaders applied the key aspects of strength-based leadership in managing their relationship with employees in the most important oil and gas industry in Kuwait. To bridge the gap in the literature, the research examined how work approaches in SBL functioned, leveraged the employees' strengths, and contributed to the 4 dimensions of EP (innovativeness, productivity, commitment, and engagement). Quantitative research was conducted on the data obtained from surveys that were conducted with 75 participants in the industry. Further, the study explored the possibilities of SBL as a mediator of the EI-EP relationship. Findings indicated that SBL indirectly influenced the EI-EP relationship. These findings suggest that EI facilitates the strengthening of EP by promoting the establishment of strength-based leadership practices. Consequently, the current study recommends the inclusion of EI and SBL training in leadership development programs to enhance employee performance. Organizations can improve employee productivity and engagement through emotionally intelligent, strengths-based leaders.

Keywords: Transformational Leadership; productivity; commitment; engagement; Positive Organizational Behavior.