

## **Abstract**

This research examines the relationship among emotional intelligence, subjective well-being and organizational commitment of medical sales representatives, subjective well-being is measured as mediator between emotional intelligence and organizational commitment. Purposive sampling technique was used in collecting data from 178 medical sales representatives from three districts of the Punjab, Pakistan, Bahawalnagar, Sahiwal and Lahore. The sampled participants responded to three valid and reliable instruments: Scale of Emotional Intelligence, Satisfaction with life scale and organizational commitment scale by Allen & Meyer. Statistical analysis including correlation analysis, independent sample t-test and PROCESS were carried out. The study concludes that emotional intelligence significantly correlated with organizational commitment as well as it has significant direct effect on organizational commitment, whereas, there was no mediational effect of subjective well-being found on organizational commitment.

**Keywords:** Emotional Intelligence, Subjective Well-being, organizational commitment, Medical Sales Representative