

ABSTRACT

The aim of this research is to explore emotional intelligence (EI) as predictor of job performance among high school female teachers. Mediation of a few work related attitudes namely job satisfaction, organizational commitment and turnover intention was also checked between the relationship of EI and job performance. Female teachers (N= 210), who have been teaching 10 class for 2-10 years in 35 randomly selected government high schools in Lahore city comprised the sample. Self Report Emotional Intelligence Test (SREIT), Job Satisfaction Scale, Organizational Commitment Scale and Turnover Intention Scales were used to measure the study variables. Job performance of the teachers was measured in terms of marks of students, student evaluation of teachers' performance and teachers' response to "What will you say about your performance as a teacher in this school?" A theoretical model was developed, poisting EI predicting job performance via job attitudes: job satisfaction, organizational commitment and turnover intentions. Path analysis and regression analysis revealed EI as a poor predictor of job performance, however high EI teachers were relatively more lob satisfied and committed to their organizations and their students secured more marks than low EI teachers. Implications of this study are discussed.