

**THE IMPACT OF EMOTIONAL INTELLIGENCE ON JOB PERFORMANCE: A
COMPARATIVE STUDY BETWEEN PRIMARY AND SECONDARY LEVEL
SCHOOL TEACHERS IN JAFFNA ZONE, SRI LANKA**

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Abstract

One of the most important traits of human personality is emotional intelligence (EI). Now a day's individuals are assessed for their Emotional quotients along with the intelligence quotients. Emotional Intelligence plays a vital role in the educational system. It has directly impact on the teachers' behavior and it is important for the success of their profession. The aim of this research is to examine the impact of emotional intelligence on job performance among primary and secondary level school teachers in Jaffna Zone. This is the comparative study between primary and secondary school teachers. It has been completed with an empirical survey through a self-administered standard questionnaire in English and Tamil languages. 60 primary level school teachers and 60 secondary level school teachers were selected through stratified random sampling method from different schools in Jaffna Zone. Descriptive statistics highlighted that primary level school teachers have highest emotional intelligence than secondary level school teachers. Multiple regression analysis and ANOVA test revealed that Self-regulation, Self-awareness, Self-motivation and social skills have significant impact on job performance of primary and secondary level school teachers in Jaffna Zone. The overall result stated that emotional intelligence has significant impact on school teachers' performance. Finally, the most valuable suggestions for future studies have been outlined.

Keywords: Emotional intelligence, self-regulation, self-awareness, self-motivation, social skills, Job performance