

A Study of the Relationships among Emotional Intelligence, Work - Family Conflict and Satisfaction : An

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ABSTRACT

This study empirically examines the relationship among the emotional intelligence, work-family conflict and satisfaction. And future to explore the impact on staff and provides enterprise reference. A survey questionnaire was used to collect data regarding the perceptions of 318 employees from Taiwanese multinationals in Xiamen. The results show that: (1) Emotional intelligence is negatively correlated to work-family conflict. (2) Emotional intelligence is positively correlated to satisfaction. (3) Work-family conflict is negatively correlated to satisfaction. (4) Work-family conflict partially mediating the effects on the relationship between emotional intelligence and satisfaction. Based on the findings, employees with emotional intelligence can reduce work-family conflict, and enhance staff satisfaction in work and family.

Keywords : emotional intelligence、work-family conflict、satisfaction

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