

A Study of Relationships among Charismatic Leadership, Emotional Intelligence and Organizational Citizenship Behaviors

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ABSTRACT

This study mainly explores the relationships among charismatic leadership, emotional intelligence and organizational citizenship behaviors. Besides, the mediating effect of emotional intelligence is also explored in this study. In this study, charismatic leadership as the independent variables, the organizational citizenship behaviors as the dependent variable, and emotional intelligence as the intervening variables, to explore during the relationship, in order to clarify the relationship between variables, provide the meaning of this field theory, and practice in work needs to be excavated improve or promote the place. In this study formally, as the main way to adopt a random sample of questionnaires, 350 questionnaires were issued, 335 were recovered, 335 valid questionnaires, valid questionnaires was 95.7%. Empirical results show that: 1. charismatic leadership to organizational citizenship behaviors has a very significant impact; 2. charismatic leadership to emotional intelligence has a very significant impact; 3. emotional intelligence to organizational citizenship behaviors has a significant impact; 4. emotional intelligence has a significant impact between charismatic leadership and organizational citizenship behaviors. In this study, research findings, the theoretical and practical implications have been discussed, and found that, research limitations and suggestions for future research.

Keywords : Emotional Intelligence

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