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The Effect of Emotional Competence on Employee Performance in Institutions of Higher Learning in Uganda: The Case of Uganda Martyrs University

This study investigated the effect of emotional competence (application on Emotional Intelligence Develop) on employee performance in higher institutions of learning under three objectives which include; examining emotional competence, examining employee performance, and establishing the relationship between emotional competence and employee performance. A cross sectional research design was used and a sample size of 103 respondents was considered for the study and a stratified sampling technique was adopted because of the different categories of staff involved in the study. The study revealed that both academic and administrative staff possess emotional competencies which they applied in their places of work. The study also found that the performance of the employees is above average but there are challenges identified with their performance. Further still, the study established a positive and significant relationship between emotional competence and employee performance. This relationship was established through the dimensions of emotional competence and employee performance. The study also shows that the dimensions of emotional competence considered in this study explain variation in employee performance up to 32.7%. The study, therefore, concludes that the staff of Uganda Martyrs University (UMU) possess emotional competencies which they have been using in performing their work. The same study also reveals that the staff of the University do perform above average although there are challenges associated with their performance. Therefore, the general conclusion is that, there is a positive and significant relationship between emotional competence and employee performance in institutions of higher learning. The study recommends that Management should create a conducive atmosphere for employees to develop their emotional competences so as to be competent emotionally and intelligently apply them. The study also recommends that Management should address the minor challenges affecting employee performance through short courses. The final recommendation is that further research should be sanctioned to investigate the nature of relationship established in this study.

Key words: Emotions, Competence, Learning, Employee, Performance, University