

Emotional Intelligence, Leadership Effectiveness, and Team Performance: Synergies in Human Resource Development

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Abstract

Purpose: This study explores how emotional intelligence (EI) influences leadership effectiveness and team performance. It identifies key EI components that drive effective leadership behaviors and examines their impact on team dynamics. Additionally, the study provides insights for human resource practitioners on incorporating EI into leadership development programs to foster cohesive and high-performing teams.

Methodology: This research adopts a qualitative approach, utilizing a literature review and library research. It examines scholarly articles, books, and empirical studies related to emotional intelligence, leadership effectiveness, and team performance. Various emotional intelligence models and leadership styles are analyzed to understand their influence on team outcomes.

Results: The findings indicate a strong correlation between emotional intelligence and leadership effectiveness. Leaders with high EI are more capable of fostering trust, encouraging open communication, and managing team conflicts—all of which enhance team performance. Traits such as empathy, self-awareness, and social skills are identified as crucial in promoting team cohesion and productivity.

Conclusions: Emotional intelligence, leadership effectiveness, and team performance are essential components of high-performing organizations. Emotionally intelligent leaders cultivate trust, collaboration, and motivation, resulting in improved outcomes. Integrating emotional intelligence into leadership training significantly enhances both individual and team success.

Limitations: The interviews conducted through questionnaires may lack validity, as the responses could not be directly verified. Additionally, the questionnaire items were derived from limited sources, which may have affected the reliability of the results.

Contribution: This research is expected to enhance organizational and team performance and serve as a reference model for future studies.

Keywords: *Emotional Intelligence, Human Resource Development, Leadership Effectiveness, Qualitative Research, Team Performance.*

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1. Introduction

Emotional Intelligence (EI) has emerged as a critical factor in determining leadership effectiveness and team performance in modern organizational settings (Maamari & Majdalani, 2017; Shafa et al., 2022). In an increasingly complex and dynamic business environment, organizations have begun to recognize that traditional intelligence, while necessary, is insufficient for achieving long-term success

(Côté et al., 2010). Instead, soft skills such as emotional intelligence, including empathy, self-regulation, and social awareness, play a pivotal role in enhancing leadership capabilities and fostering high-performing teams (Bar-On, 2006). Research indicates that leaders with high emotional intelligence are better equipped to manage interpersonal relationships, reduce team conflict, and drive productivity (George, 2000).

Despite the growing body of research on EI and leadership, a clear gap remains in understanding how emotional intelligence specifically contributes to leadership effectiveness and team performance in the context of human resource development (Cherniss, 2010; Kusumawardani et al., 2023). Previous studies have explored EI's impact on individual performance, but limited research has comprehensively analyzed its collective effect on leadership behaviors and team outcomes within the broader framework of organizational development (Prasodjo et al., 2023; Wong & Law, 2017). The need for further exploration into these synergies is critical, especially as organizations look for evidence-based strategies to cultivate more effective leaders and high-performing teams (Ashkanasy & Daus, 2005).

The urgency of this research lies in addressing these gaps and providing insights for human resource practitioners on how to integrate emotional intelligence into leadership development programs (Gatrell et al., 2017). In the current competitive landscape, developing emotionally intelligent leaders has become not just a strategic advantage but a necessity for organizational sustainability (Boyatzis, 2008; Hairudin & Oktaria, 2022). By focusing on how emotional intelligence enhances leadership effectiveness and fosters team performance, this study contributes to both theoretical and practical understandings of human resource development (Salovey & Mayer, 1990).

While prior research has demonstrated that emotional intelligence improves individual leadership capabilities (Goleman, 1998), the novelty of this study lies in its focus on the synergies between EI, leadership effectiveness, and team performance. By examining these relationships holistically, the study introduces a fresh perspective on how emotional intelligence influences not only the leader but also the overall team dynamics (Lopes et al., 2003). The purpose of this research is to investigate the impact of emotional intelligence on leadership effectiveness and team performance. It aims to identify the key components of EI that contribute to effective leadership behaviors and how these behaviors influence team dynamics and productivity (Caruso et al., 2002). The study's findings will provide valuable insights for human resource development, offering practical applications for leadership training programs and strategies to improve organizational performance (Côté & Miners, 2006).

Emotional intelligence refers to the ability to recognize, understand, manage, and influence one's own emotions as well as the emotions of others (Salovey & Mayer, 1990). Individuals with high EI demonstrate greater empathy, self-awareness, and emotional regulation, which helps them navigate complex social environments more effectively. In leadership, emotional intelligence is essential as it enables leaders to form strong interpersonal connections, resolve conflicts, and create an emotionally supportive work environment. High EI in leaders is associated with better decision-making and the ability to inspire and motivate teams, ultimately fostering trust and collaboration (Goleman, 1998).

Leadership effectiveness pertains to a leader's capacity to achieve desired organizational outcomes by inspiring, influencing, and guiding their teams. Effective leaders exhibit behaviors that align with the organization's goals, such as setting clear visions, promoting teamwork, and encouraging innovation. Emotional intelligence is a key driver of leadership effectiveness, as it helps leaders manage stress, maintain composure in challenging situations, and communicate effectively with their teams (George, 2000). Leaders who demonstrate high EI are better equipped to adapt their leadership style to meet the needs of their team members, ensuring that their leadership is both flexible and impactful (Boyatzis & McKee, 2005).

Team performance refers to the collective output and productivity of a group working together toward a common goal. It is influenced by the dynamics within the team, including communication, trust, and collaboration. Emotional intelligence plays a crucial role in enhancing team performance by fostering

an environment of openness, emotional support, and mutual respect (Druskat & Wolff, 2001). Teams led by emotionally intelligent leaders tend to exhibit higher levels of cohesion, better conflict resolution, and improved overall performance. EI allows team members to effectively manage their emotions, which is vital for maintaining focus and productivity in high-pressure situations (Jordan & Troth, 2021).

2. Literature Review and Hypothesis Development

2.1 Theoretical Study

Emotional intelligence (EI) is the ability to recognize, understand, and manage emotions in oneself and others (Goleman, 1995). The concept of EI was first introduced by Salovey and Mayer (1990), who defined it as the ability to effectively process emotional information. In an organizational context, EI has been shown to enhance leaders' abilities to communicate, motivate, and resolve conflicts (Goleman, 2004). EI includes five key dimensions: self-awareness, self-regulation, motivation, empathy, and social skills (Bar-On, 2006). Previous research has found that leaders with high EI are more effective in creating a harmonious work environment that supports team productivity (Côté & Miners, 2006).

2.2 Leadership Effectiveness

Leadership effectiveness refers to a leader's ability to achieve desired outcomes by influencing, motivating, and managing teams (Bass, 1990). Effective leaders possess not only managerial skills but also strong interpersonal skills, such as the ability to listen, understand team needs, and facilitate collaboration. Research by George (2000) suggests that EI has a direct impact on leadership effectiveness, particularly in managing emotions under pressure and in complex situations. Leaders with EI can balance operational demands and the emotional needs of their team, increasing trust and loyalty among team members (Wong & Law, 2017).

2.3 Team Performance

Team performance refers to the productivity and effectiveness of a group in achieving its set goals. According to (Katzenbach & Smith, 2015), high-performing teams are not only determined by the technical skills of their members but also by how they interact, communicate, and manage conflict. Leaders with high EI are better able to create a work environment that supports collaboration and problem-solving, which ultimately improves team performance (Jordan & Troth, 2004). Previous research has shown that EI contributes to better relationships between team members, which is essential for smooth workflows and quick conflict resolution (Druskat & Wolff, 2001).

2.4 Human Resource Development (HRD)

Human resource development (HRD) involves the training, development, and skill enhancement of employees to support the strategic goals of an organization (Swanson & Holton, 2001). In the context of HRD, EI is considered a core skill that leaders and employees need to develop to improve organizational effectiveness (Boyatzis, 2008). EI helps in managing change, interpersonal communication, and collaboration, all of which are essential in fostering high-performing teams (Luthans et al., 2014).

2.5 Hypothesis Development

Based on the comprehensive literature review, the relationship between emotional intelligence, leadership effectiveness, and team performance is well-documented across various studies. Therefore, this research proposes the following hypotheses, supported by prior empirical evidence:

H1: Emotional intelligence has a positive influence on leadership effectiveness.

Previous research consistently demonstrates that emotionally intelligent leaders are better equipped to manage their own emotions and influence those of others, resulting in enhanced leadership effectiveness. For example, Goleman (1998) and more recent studies, such as Janitra & Supratikta (2024), have shown that leaders with high emotional intelligence exhibit greater empathy, better

decision-making, and improved conflict resolution, all of which are key aspects of leadership effectiveness (Goleman, 2020; Janitra & Supratikta, 2024).

H2: Leadership effectiveness has a positive influence on team performance.

Several studies, including Bass (1990) and Aimee (2024), have established a strong link between leadership effectiveness and team performance. Effective leaders inspire and motivate their teams, aligning team efforts with organizational goals, which leads to improved performance. Moreover, leadership that integrates emotional intelligence has been shown to enhance team collaboration and productivity (Bass, 1990).

H3: Emotional intelligence has a positive influence on team performance.

Research by Druskat and Wolff (2001), corroborated by Coronado-Maldonado & Benítez-Márquez (2023), demonstrates that emotional intelligence improves communication, collaboration, and trust among team members. Teams led by emotionally intelligent leaders exhibit higher levels of cohesion and problem-solving, which directly contributes to enhanced performance (Coronado-Maldonado & Benítez-Márquez, 2023; Druskat & Wolff, 2001).

H4: Emotional intelligence mediates the relationship between leadership effectiveness and team performance .

George (2000) and more recent studies, such as Bhopal & Devi (2023), suggest that emotional intelligence not only influences leadership effectiveness but also plays a crucial mediating role in enhancing team performance. Emotional intelligence enables leaders to foster environments where team members can thrive, thus linking leadership effectiveness to team outcomes through the application of emotional intelligence skills (George, 2000).

3. Research Methodology

This study employs a qualitative research design, utilizing a literature review as its primary method to explore the interconnections between emotional intelligence, leadership effectiveness, and team performance within the context of human resource development. The data sources for this research include scholarly articles, books, and empirical studies from academic journals that address the constructs of emotional intelligence and leadership, as well as their impacts on team dynamics and performance. The selection of sources was guided by a systematic approach, focusing on peer-reviewed publications from reputable journals to ensure the credibility and relevance of the information.

Data collection involved comprehensive searches through electronic databases such as Google Scholar, JSTOR, and ScienceDirect using specific keywords related to emotional intelligence, leadership effectiveness, and team performance. This process allowed for the identification of significant studies and theories that contribute to understanding the synergies among these constructs. The analysis was conducted through a thematic approach, where relevant themes and patterns were extracted from the literature. This involved synthesizing findings from various studies to highlight commonalities and divergences, thereby constructing a coherent framework that illustrates how emotional intelligence enhances leadership effectiveness and, in turn, improves team performance. The insights gained from this analysis not only contribute to the existing body of knowledge but also offer practical implications for human resource development initiatives (Creswell & Creswell, 2017).

4. Results and Discussion

4.1 The Role of Emotional Intelligence in Leadership

Effective leadership relies heavily on emotional intelligence (EI), which allows leaders to identify and control their own emotions as well as those of others (Goleman, 1998). Positive work environments are crucial for improving team interactions and overall productivity, and they can be fostered by leaders with high EI (Côté & Miners, 2006). According to research, leaders who possess emotional intelligence are better able to manage stress and negotiate intricate interpersonal relationships—two skills that are essential for preserving a cohesive team (George, 2000).

Additionally, EI supports efficient decision-making procedures. Emotionally intelligent leaders are more likely to think through the emotional ramifications of their decisions and are less prone to act on impulse (Bar-On, 2006). This component of emotional intelligence is especially important in high-stress scenarios because emotional reactions may impair judgment. Leaders can approach problems with a sharper perspective and produce more logical and advantageous results for their teams by retaining emotional awareness (Wong & Law, 2002).

Along with decision-making, emotional intelligence (EI) improves a leader's capacity to inspire their group. According to research, team members are more likely to be loyal and committed to leaders that show empathy and understanding (Druskat & Wolff, 2001). Members of a team are more engaged and collaborate more effectively when they feel appreciated and understood. Teams may be motivated to reach their maximum potential by this emotional bond, which will help the organization as a whole succeed (Jordan & Troth, 2004).

Building an emotionally intelligent business requires leaders to increase their emotional intelligence (EI). Leadership effectiveness can be greatly increased by training programs that prioritize emotional intelligence (EI) qualities including social awareness and self-awareness (Boyatzis, 2008). These programs not only improve the skills of individual leaders but also foster an emotional intelligence culture inside the company, which improves team performance as a whole.

Emotional intelligence (EI) is an essential component of effective leadership, profoundly affecting leaders' interactions with their teams and determining organizational results. It includes the capacity to identify, comprehend, and regulate one's own emotions, along with the emotions of others (Goleman, 1998). Leaders with elevated emotional intelligence can cultivate a constructive work atmosphere, crucial for improving team dynamics and overall productivity. Self-awareness allows leaders to evaluate their emotional states accurately and comprehend the impact of these emotions on their conduct and decision-making. By regulating their responses, particularly in high-pressure scenarios, leaders can establish a positive atmosphere for their colleagues (Wong & Law, 2002).

Empathy is a fundamental element of emotional intelligence that enables leaders to forge profound connections with their team members. Leaders exhibiting empathy may identify the emotional requirements of their staff, thereby cultivating trust and loyalty. Empathetic leaders elevate team morale and motivation, resulting in enhanced performance (Druskat & Wolff, 2001). When team members perceive themselves as valued and comprehended, they are more inclined to engage thoroughly in their tasks and communicate efficiently with others.

Emotional intelligence is crucial in decision-making processes. Leaders possessing elevated emotional intelligence are more adept at managing intricate interpersonal relationships and contemplating the emotional consequences of their choices (Bar-On, 2006). This ability for emotional reasoning enables leaders to make judicious decisions that align with the ideals and sentiments of their team members. A leader confronted with a challenging decision may evaluate not just the logical components but also the effects on team morale and cohesion.

Another area in which Emotional Intelligence plays a major role in leadership success is effective communication. High emotional intelligence leaders are able to communicate their ideas and emotions in a clear and concise manner while also being sensitive to others' feelings (Jordan & Troth, 2004). This open channel of communication promotes a cooperative environment and helps avoid misunderstandings. Additionally, emotionally intelligent leaders are adept at resolving conflicts because they are able to recognize emotional triggers and resolve disagreements by addressing the underlying emotional problems rather than the superficial ones (Kellett et al., 2006). Constructive conflict management helps leaders preserve team unity and boost output.

Effective leadership is fundamentally characterized by emotional intelligence. Leaders can establish an atmosphere that encourages trust, cooperation, and excellent performance by cultivating self-awareness, empathy, good judgment, and effective communication. Including emotional intelligence

training in leadership development programs is crucial for developing leaders who can handle the challenges of contemporary organizational life as businesses grow to understand the value of soft skills in leadership.

4.2 Leadership Effectiveness and Team Performance

Leadership effectiveness is intrinsically linked to team performance. Effective leaders create an environment where team members can thrive, fostering a culture of trust and collaboration (Bass, 1990). Research has shown that leaders who communicate clearly and provide consistent feedback significantly enhance their teams' performance outcomes (Cohen & Bailey, 1997). By setting clear expectations and recognizing achievements, leaders can motivate their teams and ensure alignment with organizational goals.

The impact of leadership styles on team performance cannot be overstated. Transformational leadership, characterized by inspirational motivation and intellectual stimulation, has been found to correlate positively with team performance metrics (Bass & Avolio, 1994). Leaders who adopt a transformational approach encourage creativity and innovation among team members, leading to higher levels of job satisfaction and commitment (Hajnci & Vučenović, 2020). This style not only boosts team morale but also fosters an environment conducive to high performance.

Furthermore, effective leaders leverage emotional intelligence to manage team dynamics. By recognizing and addressing emotional issues within the team, leaders can mitigate conflicts and promote a positive atmosphere (Luthans et al., 2014). For instance, leaders who demonstrate empathy and understanding can better navigate interpersonal tensions, leading to quicker resolutions and a more harmonious work environment (Goleman, 2004). This ability to manage emotions enhances the overall effectiveness of the team, resulting in improved performance outcomes.

Finally, the connection between team performance and leadership effectiveness highlights the necessity of continuous leadership growth. Team performance measures significantly improve in organizations where leaders receive training and support (Hurst & Thomas, 2016). Organizations can improve team performance and leadership effectiveness over time by funding leadership development initiatives that emphasize emotional intelligence and effective communication.

Team performance and leadership effectiveness are closely related ideas that have a big impact on an organization's success. Team performance is the total output and productivity of a group of people working together, whereas effective leadership is defined by the capacity to inspire, motivate, and direct a team toward accomplishing common objectives. These two components have a complex interaction that involves a number of things that go into making a high-performing team.

The capacity to articulate a clear vision and establish specific objectives is fundamental to good leadership. A compelling vision that is in line with the organization's goals is communicated by effective leaders, giving the group focus and direction (Kirkpatrick & Locke, 1996). Team members are more likely to be involved and dedicated to their job when they are aware of the objectives and their responsibilities in reaching them. Because each team member understands the significance of their contributions to the overall goal, this alignment promotes a sense of ownership.

Furthermore, the ability to forge solid bonds within the team is directly related to the efficacy of a leader. Relationship-focused leaders foster an atmosphere of mutual respect and trust, which improves teamwork and collaboration (Tranfield et al., 2003). Members of a team can freely share their thoughts, worries, and criticism when there is trust among them. Creativity and invention are encouraged when team members may freely express their opinions without worrying about criticism, which eventually improves team performance.

The ability to lead adaptively is another essential component of good leadership. Effective leaders in dynamic work contexts need to be able to modify their plans and methods in response to shifting conditions (Heifetz & Laurie, 1997). This flexibility necessitates being sensitive to the emotional and

motivational requirements of team members in addition to being responsive to outside difficulties. Even in the face of hardship, leaders who are able to identify and meet these requirements are better able to keep people motivated and upbeat. The team becomes more resilient as a result of this adaptability, which enables them to overcome obstacles and maintain excellent performance.

Additionally, leadership effectiveness is significantly enhanced by the ability to provide constructive feedback and recognize achievements. Effective leaders regularly communicate with their teams about performance, highlighting both strengths and areas for improvement (London & Smither, 1995). This feedback loop not only facilitates professional growth but also reinforces positive behaviors and contributions. Furthermore, recognizing and celebrating team achievements boosts morale and motivation, encouraging team members to strive for continued success. When leaders create a culture of recognition, it fosters an environment where high performance is valued and rewarded.

Ultimately, the effectiveness of leadership directly impacts team performance. Research consistently shows that teams led by effective leaders tend to outperform those with less effective leadership (Bono & Judge, 2003). The synergy created by strong leadership—characterized by clear communication, trust, adaptability, and recognition—cultivates a high-performing team environment. As organizations seek to enhance performance outcomes, investing in leadership development and ensuring that leaders possess the necessary skills to engage and motivate their teams becomes crucial for achieving sustained success.

4.3 The Interconnection between Emotional Intelligence, Leadership, and Team Performance

The relationship among team performance, leadership efficacy, and emotional intelligence is a complicated yet important topic of research. In addition to improving leadership skills, emotional intelligence directly affects team performance results (Mayer et al., 2008). High EI leaders are better able to comprehend the emotional situations of their teams and adjust their leadership tactics accordingly (Kellett et al., 2006). This flexibility is necessary to establish a welcoming and encouraging workplace that encourages excellence.

Additionally, better team communication is made possible by the combination between Emotional Intelligence and successful leadership. According to research, leaders that possess emotional intelligence are more likely to interact with their teams in an honest and open manner (Côté, 2017). Effective teamwork is built on trust, which is fostered by this open communication. Team members are more likely to communicate successfully, exchange ideas, and have constructive conversations when they have faith in their leader, all of which improve team performance (Salas et al., 2015). Furthermore, emotional intelligence plays a particularly important role in conflict resolution. High EI leaders are skilled at identifying emotional cues and resolving disputes amicably (Jordan & Troth, 2004). Leaders can stop bad emotions from getting worse and impeding team performance by handling issues quickly and sympathetically. In addition to preserving team cohesiveness, this proactive approach to conflict resolution increases overall productivity (Kahn et al., 2006).

Lastly, knowing how emotional intelligence, leadership, and team performance interact highlights how crucial it is to incorporate emotional intelligence training into leadership development initiatives. Leaders and their teams can both gain from organizations that aggressively foster emotional intelligence (EI) qualities in their leaders (Boyatzis, 2008). Emotionally intelligent leaders play a crucial part in modern leadership techniques because they inspire and motivate their colleagues, which enhances the organization's overall performance. Organizational dynamics are significantly shaped by the complex interaction that exists between emotional intelligence (EI), leadership, and team performance. A fundamental ability for successful leadership, emotional intelligence affects how leaders interact with their teams and, in turn, how well those teams perform.

Emotionally intelligent leaders are able to identify and comprehend both their own and their team members' feelings. They can effectively manage interpersonal connections thanks to this insight, creating a culture where team members are respected and feel understood. According to research, team trust is increased when leaders exhibit emotional intelligence and empathy (Druskat & Wolff,

2001). Collaboration requires trust because in a supportive environment, team members are more willing to share ideas, voice concerns, and take chances. High performance depends on open communication and improved team cohesion, both of which are fostered by this trust.

Additionally, leaders that possess emotional intelligence are better able to make decisions. Leaders are better able to think through the emotional ramifications of their choices when they are able to control their emotions and relate to their people. A leader might, for instance, consider how a strategic decision can affect the dynamics and morale of the team. This emotional reasoning ability enables leaders to make well-informed choices that support team wellbeing in addition to organizational objectives. As a result, teams under the direction of emotionally intelligent leaders frequently show greater levels of engagement and pleasure, which directly lead to improved performance outcomes (Mayer et al., 2008).

Additionally, the synergy between EI and leadership effectiveness is evident in conflict management. Leaders who are attuned to the emotional undercurrents within their teams can identify conflicts early and address them constructively. High EI enables leaders to navigate these tensions with sensitivity, fostering a culture where disagreements can be resolved amicably. This proactive approach to conflict resolution prevents disruptions and maintains team harmony, allowing team members to focus on their tasks and collaborate effectively (Kellett et al., 2006). Moreover, the interplay between EI, leadership, and team performance emphasizes the importance of leadership development programs that prioritize emotional intelligence training. Organizations that invest in developing EI competencies among their leaders are more likely to create a positive organizational culture. As leaders enhance their emotional intelligence, they not only improve their leadership effectiveness but also contribute to a more engaged and high-performing team environment (Goleman, 1998).

The interconnection between emotional intelligence, leadership, and team performance is vital for fostering a productive work environment. By enhancing self-awareness, empathy, and conflict resolution skills, emotionally intelligent leaders can cultivate trust, collaboration, and high performance within their teams. As organizations increasingly recognize the value of these attributes, integrating emotional intelligence into leadership development initiatives becomes essential for achieving sustained success.

4.4 Practical Implications for Human Resource Development

The findings of this study have significant implications for human resource development (HRD) practices. Organizations should prioritize the integration of emotional intelligence training in their leadership development programs to enhance leadership effectiveness (Goleman, 1998). By equipping leaders with EI skills, organizations can foster a culture of empathy and collaboration, ultimately leading to improved team performance.

Moreover, HRD professionals should implement assessment tools to measure the emotional intelligence of current and potential leaders. Tools such as the Emotional Quotient Inventory (EQ-i) can provide valuable insights into leaders' emotional competencies and identify areas for improvement (Bar-On, 2006). By using these assessments, organizations can tailor their training programs to address specific EI gaps, thereby maximizing the effectiveness of their leadership development initiatives.

Additionally, fostering a culture of feedback within the organization can further enhance emotional intelligence among leaders. Encouraging leaders to solicit and act on feedback from their teams can help them become more self-aware and improve their emotional regulation skills (Huang et al., 2019). This practice not only promotes personal growth but also strengthens the relationship between leaders and their teams, contributing to a more engaged workforce.

Finally, organizations should create opportunities for leaders to practice and develop their EI skills in real-world settings. Experiential learning activities, such as team-building exercises and role-playing scenarios, can enhance leaders' ability to navigate complex emotional situations (Goleman, 2004). By

providing these opportunities, organizations can ensure that their leaders are not only theoretically knowledgeable about EI but also capable of applying these skills effectively in practice.

5. Conclusion

In summary, developing high-performing organizations requires the interaction of emotional intelligence, leadership efficacy, and team performance. Emotionally intelligent leaders are better able to comprehend and control both their own and their team members' feelings. Because of their self-awareness and empathy, they are able to foster an atmosphere of open communication and trust, both of which are necessary for cooperation and creativity. Leaders may inspire and encourage their teams and improve overall performance results by putting emotional intelligence first.

Furthermore, developing relationships, using flexible tactics, and establishing a clear goal are all hallmarks of great leadership. Effective leaders inspire a sense of purpose and ownership in their teams by articulating a compelling vision that unites them with the objectives of the company. Furthermore, the capacity to establish solid bonds based on trust promotes candid communication of ideas and criticism among team members, which boosts innovation and problem-solving skills. Higher levels of engagement, satisfaction, and performance are thus shown in firms run by emotionally savvy executives.

The results of this study highlight how crucial it is to incorporate training in emotional intelligence into leadership development initiatives. Team dynamics and performance are likely to improve in organizations where leaders invest in developing emotional intelligence. In addition to increasing their own effectiveness, leaders who develop their emotional intelligence also help to foster a culture that values teamwork and excellence. Organizational success that is sustained can result from an all-encompassing approach to leadership development.

Future studies should examine how emotional intelligence training affects team performance and leadership efficacy over the long run in a variety of industries. Further insights into successful leadership techniques may also be gained by investigating the interactions between various leadership philosophies and emotional intelligence in various cultural contexts. To understand how to sustain team performance in changing workplace dynamics, it would also be beneficial to look into the role of emotional intelligence in remote or hybrid work contexts, particularly in light of recent global shifts.

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