

Why Employees Leave Leaders: The Influence of Emotional Intelligence in Leadership on Employee Retention in Indian Organizations

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Abstract: *The problem of employee retention has gained critical stature in the Indian organizations in the light of growing mobility and turnover of the workforce. Although the previous studies have given much weight to the structural issues, including compensation and career development, this study will explore the role of leadership emotional intelligence (EI) in influencing employees retention intentions. This research takes the form of a quantitative research and is premised on the data gathered on 120 employees, who work in sampled organizations in the public and the private sector in India. The Wong and Law Emotional Intelligence Scale (WLEIS) was used to measure leadership emotional intelligence, which involved perceptions of employees about the emotional competencies of their immediate supervisors. The operationalization of employee retention was retention intention.*

Descriptive statistics, correlation analysis, and regression analysis were used to analyze the data in order to determine the relationship between leadership emotional intelligence and employee retention. The results show that there is a strong positive correlation between the emotionally intelligent leadership and employee retention intentions, and leadership emotional intelligence was a strong predictor of employee desire to stay in the organization. The research paper emphasizes the value of emotionally intelligent leadership in promoting trust, psychological safety and commitment, especially in the Indian organizational set up. The results will provide useful theoretical and practical values in enhancing leadership development programs to help in employee retention in Indian organizations.

Keywords: Emotional Intelligence, Leadership, Employee Retention, Indian Organizations, Workplace Behavior

