

Starting With *Name Of ALLAH (GOD)*,
The Most Beneficent, The Most Merciful



Title and Author

Impact of Emotions on Employee's Job Performance; An Evidence from Organizations of Pakistan

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Overview

- 📄 In PAKISTAN mostly emotional decision making that have a significant impact on job performance .
- 📄 Culture issue which give importance to this study .
- 📄 Less Research in Pakistan on this important subject .
- 📄 The impact of emotions, whether positive or negative .
 1. Negative feelings have adverse effects on job performances
 2. Positive effects as well. Positive emotions increase creativity
- 📄 Employee's emotions directly influence on decision making, creativity and interpersonal relations during job.

Emotions like ; anger , sad , happy , excitement etc..

Introduction

- ☞ The behavior of employee is critically affected by their environment and workplace.
- ☞ Employee's emotions and overall temperament have a significant impact on his job performance .
- ☞ Chose as testing model to know emotions impacts on employees .
- ☞ Emotions change behavior of employees during job which impact on overall job performance.

This study primarily describes emotions like anger, trust and sadness.

Variables Explanation

EMOTIONS

Emotions are basically internal feelings or reaction of any situation. Both positive and negative emotions effect individual's personality or his professional career.

JOB PERFORMANCE

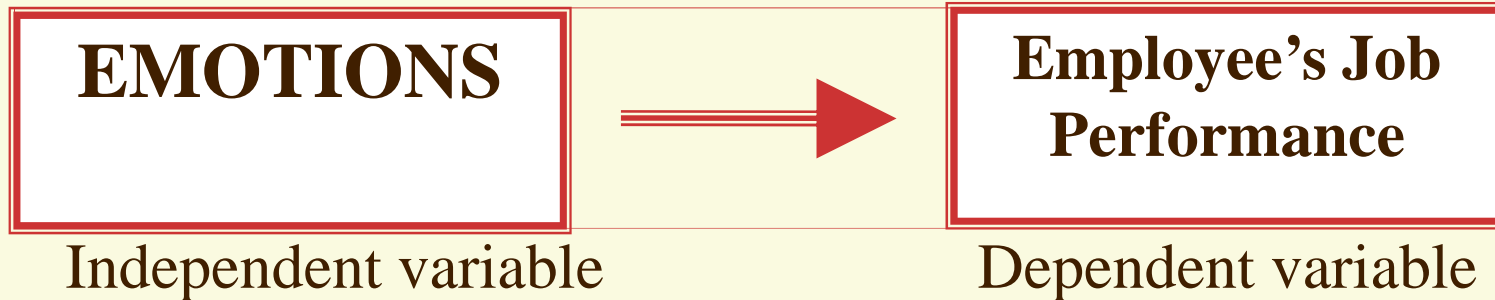
Work performance in terms of quantity and quality expected from each employee

Performance is generally determined by three factors.

1. Motivation (the desire to do the job),
2. Ability (the capability to do the job),
3. Work environment (the tools, materials, and information needed to do the job).

THEORETICAL FRAMEWORK

Emotions and employees job performance



HYPOTHESIS

H₀: There is a relationship between employee's emotion and employee's job performance.

H₁: There is no relationship between employee's emotion and employee's job performance.

Methods and Materials

- ☞ Restricted Probability Sampling
- ☞ Sampling Design (Systematic probability sampling).
- ☞ Questionnaire Technique Used Collected information about job performance from 209 employees from different organizations of Pakistan (Private & Public).
The organizations have been selected randomly to collect the required data.

- ☞ Interval scale are used . (Closed Ended Question)
- ☞ Respondents are restricted on basis of these five options.

1. Strongly Disagree
2. Disagree
3. Uncertain / neutral
4. Agree
5. Strongly agree

(Interval Scale)

Methods and Materials

NUMBER & AGE OF RESPONDENTS

NUMBER OF RESPONDENTS	
Males	188
Females	21
Total	209

Nominal scale

AGE OF RESPONDENTS	
15-25	76
26-30	106
31-40	26
41& above	1
Total	209

Nominal scale

Data Analysis and Interpretation

Software For Interpretation Of Data

SPSS (Statistical Package for the Social Sciences)

Tests Apply

- 1. Reliability Statistics**
- 2. Descriptive Statistics**
- 3. Correlations**
- 4. Model Summary**
- 5. ANOVA**
- 6. Coefficients**

Results

Reliability Statistics

Cronbach's Alpha	N of Items
.747	2

Descriptive Statistics

	N	Mean	Std. Deviation
Emotions	209	3.6928	.38223
Job Performance	209	4.0223	.38463

Correlations

	Job Performance
Emotions	.597

Results

- It Shows there is a positive relationship between job performance of employees and emotions .
- Correlation Results shows that one time change in emotions brings .597 (59.7%) changes in job performance of employees.
- Model Summary results shows, this model covers 35.6% variation which comes from emotions in dependent variable employees job performance .
- Coefficients results shows Relationship of variables emotion is 't' value 10.699. This indicates emotion variable is more significant.

Discussion

- 📄 The same is happening in our culture as shown in the results.
- 📄 Younger Employees more emotional than matured .
- 📄 This study shows that there is strong influence of one's emotions on his performance
- 📄 Findings shows that employees mostly get anger by heavy work load, behavior of subordinates and attitude of boss
- 📄 Organizations must have those employees who have strong control in their emotions
- 📄 Study shows that most of the employees of today's organization don't have trust on their boss and subordinates. This lack of trust on each other affects on their performances in private and public organizations.
- 📄 Emotional employee not only loses concentration also..
- 📄 Unproductive in performing his or her duties but this behavior begins to affect everyone in the workplace.

Discussion

☰ Finding shows that young employees have more interest in their work and love & like to do the work in challenging environment .

☰ This study shows only few elements of emotions, the rest of elements requires intensive study and it could help in analyzing the emotions and performances of all employees.

As this research is limited, however, indicate a need and an opportunity for more research on this appealing subject

☰ Future prospects of this research will be based on the following factors effecting emotions which ultimate affects job performance of employees

Age .

Gender .

Education.

Experience

☰ There are more methods or procedure can be used in future on this important topic to be more clearly.

Thank you!

Any Question



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