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IMPLICATIONS OF TEAM PERFORMANCE AND EMOTIONAL INTELLIGENCE ON ORGANIZATION DEVELOPMENT

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Abstract

The study, “Implications of Emotional Intelligence and Team Performance on Organization Development” (Villarruz, 2012) investigated Emotional Intelligence and Team Performances as influenced by selected personal and work related factors that determined the ability to determine the career employees’ levels of Emotional Intelligence (EI), Performance as individual and as an organization and the interrelationships and variances of the selected variables with implications to Organization Development. The Hierarchy of Emotional Intelligence Model and Theory is a paradigm of seeing Emotional Intelligence in a hierarchy and order, necessary that it influenced individual work performance and validated the claims of other studies along the same theme. In the context of team performance, the study implied that the Total Team Performance of the organization is a cumulative effort of the different cells or teams within the organization or team. Teams operate in a larger social system and are not alone by themselves. They exist and operate in a larger organization, often alongside with other teams. They often draw upon the resources outside the team and vice versa.

While the study was conducted in a public institution setting, workers bring along with them their private personas into the workplace, thus, the implications of the study is not limited to the public sector.

Key words: Emotional Intelligence Theory and Total Team Performance

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<http://eqi.org/> Emotional Intelligence (EQ) offers special advice for increasing special practical advice for increasing special skills, self-control, motivation at work and home.

<http://www.forbes.com/sites/sebastianbailey/2015/03/05/emotional-intelligence-predicts-job-performance-the-7-traits -that help-managers-relate/#50939e4a1eff>