

TÍTULO DA TESE EM INGLÊS: The Emotional Intelligence and Organizational Commitment – The mediating effect of the Commitment with the Supervisor

ABSTRACT

Commitment has been considered, from a current and a future perspective, as a strategic theme for organizations, which brings both benefits and challenges to Management, especially to People Management.

Therefore, the present study proposes a Model that allows analyzing to what extent employees' Emotional Intelligence is an antecedent of Organizational Commitment.

The Hierarchical Superior is a central figure in organizations. Its mission requires a direct relationship and a direct effect on employees. In this sense, this study also seeks to identify the mediation relationship Commitment to the Hierarchical Superior between Emotional Intelligence and Organizational Commitment.

In addition, through the analysis of Organizational Commitment Profiles, levels of Emotional Intelligence; Commitment to the Hierarchical Superior; The Age and Antiquity in the Organization are studied, in order to identify what describes each profile.

The Final Model suggests the elimination of three dimensions of Emotional Intelligence, the possibility of Commitment to the Hierarchical Superior to be a one-dimensional construct and have identified a mediating relationship. Four Organizational Engagement profiles were characterized.

These results were discussed presenting possible lines of investigation.

Palavras Chave: Commitment, Organizational Commitment, Commitment with the Supervisor, Emotional Intelligence, Assimilation of Emotions