

**Abstract:****Impact of emotional intelligence on job performance**

**RQ:** To determine whether emotional intelligence has an impact on motivation and how this can affect work performance.

**Purpose:** High work performance of individuals in an organization can be achieved with a high level of motivation that is directly derived from emotional intelligence. Because the impact of emotional intelligence in organizations is under-researched and is not sufficiently included in the scope of management, there is a need to further explore this topic.

**Method:** Qualitative analysis in the form of interviews and quantitative analysis in the form of a survey was used in this study. Details of interviews with employees were analyzed according to the rules of qualitative methods. The data obtained in the survey were analyzed with a chi-square test.

**Results:** The results showed that emotional intelligence has a significant impact on motivation and that emotionally motivated person works more and better.

**Organization:** Management can take these research findings into consideration during the human resources management process, and in the procedures of a comprehensive development of individual's personal potential. The result of the research findings can be used by management, supervisors, and all employees as a method to establish better motivational climate.

**Society:** With a similar, but wider purpose, the findings of this research can be taken into account in the wider social environment, particularly in the field of public administration and media.

**Originality:** In Slovenian organizations, research on this topic and in this combination has not yet been performed.

**Limitations:** The sample is small and limited to only one major successful Slovenian company. It takes into account only the influence of motivation that comes from emotional intelligence.

**Keywords:** emotional intelligence, motivation, job performance, resource management, staff development, management systems