

ABSTRACT

This study examines the effect of Emotional Intelligence (EI) and transformational leadership on job performance in Pakistani organizations. Emotional intelligence encompasses abilities for instance recognizing, utilizing, understanding, and managing emotions, which are crucial for effective decision-making and stress management in the workplace. Transformational leadership, defined by its elements of intellectual stimulation, individualized consideration, idealized influence, and inspirational motivation, further amplifies employee performance by aligning individual objectives with organizational goals. Employing a quantitative approach, the research collected primary data through Google Form Survey questionnaires, yielding responses from 100 participants. Utilizing multiple linear regression analysis, the study confirms that both Emotional Intelligence and Transformational Leadership significantly impact employee performance. Employees with higher emotional intelligence demonstrate superior job performance, while transformational leaders inspire and motivate their teams, thereby fostering increased productivity. Together, EI and transformational leadership account for 38.5% of the variance in job performance, underscoring their substantial influence, while indicating that other factors contribute to the remaining 61.5%. This study bridges these gaps by examining the effects of EI on job performance, the role of transformational leadership in enhancing performance, and the predictive value of EI in job outcomes within Pakistan. The findings contribute theoretical insights and practical recommendations for optimizing workplace dynamics and employee outcomes in Pakistani organizational contexts. By elucidating the interrelationships among EI, transformational leadership, and job performance, study enriches the existing body of knowledge and offers valuable guidance for enhancing employee performance in Pakistan.

Keywords: *Emotional Intelligence, Leadership Styles, Job Performance, Transformational Leadership, Pakistani Organizations, Employee Performance,*