

Role of Emotional Intelligence in Enhancing Leadership Decision-Making and Organizational Performance

Tulika Bajaj¹ and Dr. Darshan Arora²

¹Research Scholar, Department of Management

²Research Guide, Department of Management

NIILM University, Kaithal, Haryana

Abstract: *Emotional Intelligence has become a critical determinant of leadership effectiveness, influencing decision-making quality and organizational performance. This paper examines how EI competencies self-awareness, self-regulation, empathy, motivation, and social skills enhance leaders' ability to make informed decisions and improve organizational outcomes. A systematic review of literature from 2010–2025 reveals a consistent positive relationship between emotional intelligence, leadership decision-making, and organizational performance. Findings indicate that emotionally intelligent leaders are better equipped to manage stress, resolve conflicts, and foster employee engagement, resulting in improved productivity and organizational success. The study also presents empirical tables and synthesizes global research evidence to highlight EI as a strategic leadership competency in modern organizations..*

Keywords: Emotional Intelligence, Leadership, Decision-Making, Organizational Performance, Leadership Effectiveness