

Title of the Study: Emotional intelligence and knowledge-sharing as predictors of job outcomes for I4.0: managing self and others

Author(s):

Jyoti Verma¹

Anamika Sinha²

Shrabani B. Bhattacharjee³

Affiliation:

¹Assistant Professor

HR & OB Area

Chandragupt Institute of Management Patna (CIMP)

Patna, Bihar, India (800001)

Email Address: jyoti@cimp.ac.in

ORCID ID: <https://orcid.org/0000-0003-1916-530X>

²Professor

HR & OB

Goa Institute of Management

Goa, India

Email Address: 121withanamika@gmail.com

ORCID ID: <http://orcid.org/0000-0002-5010-7012>

³Assistant Professor

HR & OB Area

K J Somaiya Institute of Management Studies and Research

Mumbai, India

Email Address: shrabani7@gmail.com

ORCID ID: <https://orcid.org/0000-0002-1845-5447>

**Emotional intelligence and knowledge sharing as predictors of job outcomes for I4.0:
managing self and others**

ABSTRACT

To encourage knowledge sharing, organizations must strive to develop Industry 4.0 capabilities in terms of tangible and intangible resources. This study evaluates the role of employee's emotional intelligence to facilitate knowledge sharing and subsequent job outcomes manifested as performance and satisfaction. Methodology of this study includes empirical testing of the proposed research model in the context of IT-ITeS firms. This study uses SPSS 21.0 along with AMOS 21.0 application to test proposed structural equation model (CB-SEM). The data has been collected from 227 project managers working in IT-ITeS firms. This research demonstrates mediating role of knowledge sharing in translating employee's emotional intelligence into job performance and satisfaction in the context of I4.0. The proposed research model may help in imbining a culture of knowledge sharing within IT-ITeS firms. Firms may device strategies for sustainable job outcomes by measuring emotional intelligence of employees and assessing its role towards knowledge sharing.

Keywords: knowledge sharing, job satisfaction, job performance, emotional intelligence, Industry 4.0, knowledge management

Paper Type: Research Paper