



A Study on Impact of Emotional Intelligence Competencies on Job Engagement and Turnover Intentions among IT Professionals in Nagpur

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Abstract

This study looks at how emotional intelligence skills affect Nagpur's IT workers' plans to leave their jobs and their level of job engagement. The study sought to investigate how self-awareness, self-regulation, motivation, empathy, and social skills affect workers' level of engagement and their intention to stay with a company, given the increasing acknowledgement of emotional intelligence as a crucial soft skill in contemporary workplaces. 200 IT experts' responses to structured questionnaires were gathered using a descriptive study approach, and descriptive statistics and correlation analysis were used for analysis. The findings showed that emotional intelligence and job engagement were strongly positively correlated, while emotional intelligence and turnover intentions were significantly negatively correlated. These results demonstrate the strategic importance of emotional intelligence in raising employee loyalty and lowering turnover in the IT industry. The study recommends making emotional intelligence training a fundamental part of organisational procedures and provides useful implications for human resource development.

