

The relationship between emotional intelligence and employee satisfaction with regard to the role of organizational justice (case study: Fouman Shimy Company)

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Abstract Present research aims to investigate the relationship between emotional intelligence and employee satisfaction with regard to the role of organizational justice. this study is applied research and in the category in terms of data collection is descriptive. In terms of data collection is considered the field. Data gathered by questionnaire consisting of 32 questions to measure all research variables. To measure the variables also the whole 5-point Likert used. Validity of the questionnaire by professors and experts and its reliability by using Cronbach's alpha was reviewed and approved. The population of the study, is employees of Fouman Shimy Company the number of 720 persons. Using a Cochran formula 292 subjects were investigated as final sample. In order to test the hypothesis using structural equation modeling was used. The results showed that emotional intelligence perceived. The results showed that emotional intelligence with perceived organizational justice by employees are associated. While no significant relationship with job insecurity. The results also showed that organizational justice, job insecurity and emotional intelligence are associated with job satisfaction.

Keywords : Key words: emotional intelligence, job satisfaction, job insecurity, organizational justice

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