Relating Emotional Intelligence to Criterion Measures in Performance Technology

Dr. Art Trejo

2016 - Thirteenth Annual Institute For Emotional Intelligence

EMOTIONAL INTELLIGENCE TRAINING
AND RESEARCH INSTITUTE
Corpus Christi, Texas
April 21-22, 2016
Dr. Art Trejo - TED

https://www.youtube.com/watch?v=odnhG9Gt0NU

http://www.ted.com/profiles/1582045
Dr. Art Trejo - Conferences

Universidad Nacional Autónoma de México (2012)
2012 - Leadership in Engineering

Universidad Nacional Autónoma de México (2013)
2013 - México & Latinoamérica Innovation in 2030

University of Phoenix (2011)
2011 - Relationship of Project Outcomes and Emotional Intelligence

University of Oxford (2014)
2014 - International Conference on Knowledge, and Leadership, Oxford, UK

2015 - Second International HR Conference on Emotional Intelligence, Mumbai, India

Society for Advancement of Management (2015)
2015 - International Business Conference, Advancing Management”, Las Vegas, NV

Latinos in Information Science and Technology Association (2015)
2015 - “Emerging Tech Leaders Summit”, Sacramento, CA

TED Guadalajara (2015)
2015 - “Cuando hay voluntad, hay camino”, Guadalajara, JAL, México

Latinos in Information Science and Technology Association (2015)
2015 – America’s Technology Future, New Jersey, NJ

V Congreso Internacional de Inteligencia Emocional (2015)
2015 -ISEI – International Society of Emotional Intelligence - Buenos Aires, Argentina
Dr. Art Trejo - Conferences

17th Annual Global Conference (2015)
2015 - ILA – International Leadership Association - Barcelona, Spain

2015 – UN – United Nations - “Talents for Tolerance and Compassion, Los Angeles, California

Thirteenth Annual Institute for Emotional Intelligence, (2016)
2016 – Emotional Intelligence Institute - Corpus Christy, Texas, USA

PROFESSIONAL MENTOR & COACH

Latinos in Information Sciences and Technology Association (LISTA)
Executive Vice President of LISTA, Los Angeles Tech Council

International Doctoral Empowerment Academy (I.D.E.A.)
International Liaison Officer

Coordinación de Programas de Atención Diferenciada para Alumnos (COPADI)
Mentor at Engineering Faculty – Universidad Nacional Autónoma de México

Advisory Council Member - Harvard Business Review

Associate Editor/Reviewer of several scientific journals

Ei Research Articles have been published
Problem Statement - Purpose of Study - Variables

**Problem**
- Hispanics join & work project teams.
- Few studies explored relationships of EI and PO.

**Purpose**
- Quantitative correlational research
- To examine relationship between EI of Hispanics and PO.

**Predictor Variables**
- Self-awareness.
- Self-management.
- Social awareness.
- Relationship Management. (Bradberry & Greaves, 2009).

**Criterion Variables**
- Scope Creep.
- In-Budget Project Cost.
- Project Timeliness.
Research Questions - Hypotheses

RQ1
What is the relationship between the use of EI competencies of Hispanic employees and outcome of projects on which they work?

RQ2
What EI competencies in Hispanic employees are the best predictors of individual project outcomes?

Null and Alternative Hypotheses 1

Ho1: There is no statistically significant relationship between a Hispanic employee’s use of EI competencies and the project outcomes.
Ha1: There is a statistically significant positive relationship between a Hispanic employee’s use of EI competencies and the project outcomes.

Null and Alternative Hypotheses 2

Ho2: There is no predictive value in the relationship between EI competencies of Hispanic employees as appraised by the Genos EI and the outcomes of projects.
Ha2: There is predictive value in the relationship between EI competencies of Hispanic employees as appraised by the Genos EI and the outcomes of projects.
Population - Instrumentation

Sampled Population
- More than 5 years of professional experience.
- Work in team with at least 5 team members.
- Work at company with > 50 employees.
- Work in the high tech industry.
- Located in the United States.

Genos
- Genos EI tool, developed by Dr. Gignac at Genos International - 70 items.
  - Emotional Self-Awareness (ESA).
  - Emotional Self-Management (ESM).
  - Emotional Awareness of Others (EAO).
  - Emotional Management of Others (EMO).

Project Outcomes
- Project outcomes tool - 25 items - Tool was tested by a pilot test.
  - Scope Creep (SC).
  - Project Timeliness (PT).
  - Project Budget (PB).
## Descriptive Statistics EI

### Descriptive Statistics

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### Reliability

EI - Provided by GENOS Int.

- ESA: 0.89
- EAO: 0.91
- EMO: 0.85
- ESM: 0.87
## Descriptive Statistics PO

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### Reliability

- PT = 0.669
- PB = 0.731
- SC = 0.779
Boxplot - Multivariate Scatterplot

EI

PO

PT
PB
SC
Null Hypothesis 1 Findings - Results

FINDINGS

• **Project Timeliness PT**
  • Moderate positive correlation of 0.360 for ESA, 0.250 for ESM, 0.297 for EAO, & 0.415 for EMO.
  • Correlation coefficients supported two moderate positive relationship & two weak positive relationship.

• **The Project Budget PB**
  • Moderate positive correlation of 0.336 for ESA, 0.297 for ESM, 0.290 for EAO, & 0.393 for EMO.
  • Correlation coefficients supported a moderate positive relationship.

• **Scope Creep SC**
  • Moderate positive correlation of 0.260 for EAO, & 0.301 for EMO & a weak positive of 0.097 for ESA, & 0.101 for ESM.
  • Correlation coefficients supported a weak to moderate positive relationship.

RESULTS

• Correlation coefficients showed moderate positive relationships in almost all the pairings between PO and EI.
• With two exceptions ESA & ESM, correlation was weak, but still positive.

✓ Based upon the results, statistically significant positive relationship existed between a Hispanic’ use of EI competencies and the project outcomes, the calculated data supported the rejection of Ho1.
Null Hypothesis 2 Findings - Results

**FINDINGS**

- **Project Timeliness (PT)**
  - Strongest significant predictors are EMO, with a coefficient of 0.502 & ESA with a coefficient of 0.391.
  - EAO with a coefficient of -0.200, & ESM with a coefficient of -0.276, were not significant predictors.

- **Project Budget (PB)**
  - EMO is the strongest significant predictor of PB with 0.442.
  - EAO with a coefficient of -0.214, ESM with a coefficient of -0.019, & ESA with a coefficient of 0.204, were not significant predictors.

- **Scope Creep (SC)**
  - No predictors were statistically significant; the EMO predictor was bordering in significance.

**RESULTS**

- Project Timeliness PT only EMO and ESA were significant predictors, but not EAO or ESM.
- Project Budget PB, EMO was a significant predictor, but not ESA, EAO, and ESM.
- Scope Creep SC, no EI competencies were significant predictors (not ESA, EMO, EAO, and ESM).

✓ The results of the present research study yielded three predictive values in the relationship between EI competencies of Hispanic employees and the outcomes of projects, **the calculated data supported the rejection of Ho2**.
Implications
Recommendations

• Explore integrating EI in employee development curriculum.

• Managers might use EI skills daily with project team members.

• Future researchers might consider a wider scope of diversity and considering demographic data.

• Additional studies to examine EI concept to manage individuals on project teams.

• Similar studies to include other races and demographic information.

• Consider using of 360 degree appraisals.

• Refine and develop the measurement instruments used to generate the data needed.

• Findings will support the use EI, showing value of EI in Hispanic employees.

• Deployment of EI development programs to improve opportunities of project outcomes.
Thank You
Questions


References


