

LIST OF TABLES

Table	Title	page no.
1.1	Leading Indian pharmaceutical players by sales	30
1.2	Indian Pharmaceutical Industry – Domestic Growth Expectations	32
2.1	A brief history of emotional intelligence	44
2.2	Emotional Intelligence Scale by Bar-On (1997)	52
2.3	Leadership Style and Impact on Organizational Climate	61
2.4	Definitions Of Organizational Commitment	89
3.1	Variables under study	121
4.1	Age of respondents	134
4.2	Gender of respondents	135
4.3	Education of respondents	136
4.4	Job changes of respondents	137
4.5	Experience of respondents	138
4.6	Job position of respondents	139
5.1	Factor structure of emotional intelligence scale	158
5.2	Reliability of emotional intelligence scale	165
5.3	Factor structure of organizational commitment scale	167
5.4	Reliability of organizational commitment scale	169
5.5	Factor structure of organizational climate scale	171
5.6	Reliability of organizational climate scale	173
5.7	Factor structure of employee engagement scale	174
5.8	Pearson correlation coefficient between emotional intelligence of leaders, employee engagement, organizational commitment ,organizational climate and intention to quit	177
5.9	Intercorrelation between factors of all variables under study	178
5.10a	Multiple regression with organizational	186
5.10b	commitment as dependent variable and emotional intelligence of leaders as independent variable	187
5.11a	Multiple regression with affective organizational	188
5.11b	commitment as dependent variable and emotional intelligence of leaders as independent variable	189
5.12a	Multiple regression with continuance	190
5.12b	organizational commitment as dependent variable and emotional intelligence of leaders as independent variable	191
5.13a	Multiple regression with intention to quit as	192
5.13b	dependent variable and emotional intelligence of leaders as independent variable	193

5.14a	Multiple regression with intention to quit as	194
5.14b	dependent variable and organizational commitment as independent variable	194
5.15a	Multiple regression with organizational climate as	196
5.15b	dependent variable and emotional intelligence of leaders as independent variable	197
5.16a	Multiple regression with employee engagement as	198
5.16b	dependent variable and emotional intelligence of leaders as independent variable	199
5.17	ANOVA with demographic variables as independent variables and intention to quit as dependent variable.	201
5.18	ANOVA with demographic variables as independent variables and organizational commitment as dependent variable.	201
5.19	ANOVA with demographic variables as independent variables and affective commitment as dependent variable.	202
5.20	ANOVA with demographic variables as independent variables and continuance commitment as dependent variable.	203
5.21	Results	207