

## Abstract

This study explores the emotional intelligence (EI) of employees at HCL Technologies, focusing on how EI affects workplace dynamics, employee performance, and organizational culture. The research examines key components of emotional intelligence, including self-awareness, self-regulation, empathy, social skills, and motivation, and assesses their impact on communication, teamwork, and decision-making. Data collected through surveys and interviews with employees helps identify the relationship between emotional intelligence and job satisfaction, leadership effectiveness, and stress management. The findings provide insights into the importance of fostering emotional intelligence in the workplace and offer recommendations for training programs and strategies to enhance EI, ultimately leading to improved employee well-being and organizational success.