

## **Emotional Intelligence and Women's Leadership Behaviour in the Manufacturing Industry: Motivation as Moderator**

### **Abstract**

The main objective of this research was to examine the moderating roles of motivation on the relationship with emotional intelligence on women's leadership behaviour in the manufacturing industry. This study employed a quantitative approach with the distribution of self-directed questionnaires. Convenient sampling is employed in this research. The sample size was made up of 391 employees from manufacturing companies located in Malaysia. This study provided empirical evidence on the impact of emotional intelligence and motivation on women's leadership behaviour in the manufacturing industry. The results showed that motivation significantly moderated the relationship between emotional intelligence and women's leadership behaviour ( $\beta = -.0380$ ;  $p = .000$ ). Meanwhile, some practical implications have been reached and can be communicated to manufacturing company executives. This research was necessary to make sure that the national goals for achieving the Sustainable Development Goals (SDGs) on gender equality can be met.