

## ABSTRACT

The present study examined the relationships among the variables of emotional intelligence, moral intelligence and leadership effectiveness (transformational leadership, job performance, job satisfaction and success). Data were collected on 303 managers from Kolkata Municipal Corporation, West Bengal, India. A set of standardized tools on emotional intelligence, moral intelligence, transformational leadership, job satisfaction, job performance, and success were used for data collection. Descriptive statistics, Pearson correlation, factor analysis and structural equation modeling were used to analyze data by the help of SPSS 15.0 and AMOS 4.0. Results revealed that emotional intelligence significantly predicts transformational leadership, job performance, job satisfaction, and success. Similarly moral intelligence significantly and positively predicted transformational leadership and success. However, it did not significantly predict job performance and job satisfaction. The results also revealed significant mediation effects of transformational leadership between independent variables (emotional intelligence and moral intelligence) and dependent variables (job satisfaction, job performance, and success). The findings of the study help to understand and explain how emotional intelligence and moral intelligence influence leadership effectiveness (transformational leadership and job performance, job satisfaction and success). The future implications of the study are discussed in terms of theory and research.

**Key words:** Emotional intelligence, moral intelligence, transformational leadership, job performance, job satisfaction, success