

14<sup>th</sup> World Congress on  
**PSYCHIATRIC & MENTAL HEALTH NURSING**  
&  
5<sup>th</sup> World Congress on  
**MENTAL HEALTH AND WELLBEING**  
July 25-26, 2018 | Vancouver, Canada



***Javier Fiz Perez***

*The European University of Rome, Italy*

**The negative effects of extrinsic motivation on organizational emotional intelligence**

**Introduction:** Emotional intelligence is an emergent topic. However, few studies have tested its relationship with motivation at work, which remains unclear. In particular, the effects of extrinsic motivation on emotional intelligence are under-investigated.

**Method:** The Organizational Emotional Intelligence Questionnaire (ORG-EIQ) and the Work and Organizational Motivation Inventory (WOMI) were administered to 486 Italian employees. In testing the relationship of emotional intelligence with motivation, we used a new Italian model that includes self-awareness; self-management; social competency and relationship management.

**Results:** Findings suggest that intrinsic motivation dimensions add a significant percentage of variance, in addition to variances due to extrinsic motivation with respect to emotional intelligence.

**Discussion/Conclusion:** The results highlight the negative association of extrinsic motivation with relationship management in particular. New research and intervention perspectives are suggested.

**Biography**

Javier Fiz Perez Ph.D., Psychotherapist, and Professor of Psychology at the European University of Rome, where he cooperates also as Delegate for the International Research Development. He is Co-Director of the Laboratory of Applied (Business and Health Lab). He's a Member of the Advisory Board of the Academic Senate of the Accademia Tiberina. Professor Fiz Perez is the Coordinator of the Scientific Committee of The International School of Economics and Ethics (Italy) and collaborates with the International Academy for Economic and Social Development (AISES) of which he has been Vice President for Spain and Latin America. He is also the Scientific Research Director of the European Institute of Positive Psychology at Madrid (IEPP).

[javier.fizperez@unier.it](mailto:javier.fizperez@unier.it)

**Notes:**