

## **Emotional Intelligence, Compassionate Leadership, and Employee Involvement: A Mediation Perspective**

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**Abstract:** This research presents a conceptual and empirical analysis of emotionally intelligent individuals and leaders in creating supportive and participative work environments on the basis of affective event theory, social exchange theory, and leadership behavior theories. The primary data were collected by using standardized and validated Likert-type survey questionnaires. Reliability analysis, factor analysis, correlation analysis, and mediation analysis were used. The study found that compassionate leadership is a significant mediator and that emotional intelligence is a significant positive predictor of employee involvement. The results also emphasize the significance of emotional and compassionate competencies in leadership development and HRM practices. In general, the results suggest that emotionally intelligent and compassionate leadership is critical for maintaining engagement and commitment in contemporary organizations.

**Keywords:** Emotional Intelligence, Employee Involvement, Compassionate Leadership, Mediation, Organizational Behaviour

**JEL Classification Number:** M12, M54, D23, J24

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