

The Mediation Role of Emotional Quotient in the Relationship of Work Gratification And Career Quality of Life

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ABSTRACT

The present research aimed to examine how emotional quotient mediates the link between work gratification and career life quality for employees at Sistan and Baluchestan University in Zahedan, Iran. The statistical population for this study comprised all staff at Sistan and Baluchestan University, and a sample of 155 employees was selected using convenience sampling. Participants completed the Work Gratification Questionnaire created by Brayfield & Rothe (1951), the Emotional Quotient Questionnaire by Chadha (2001), and the Career Quality of Life Scale established by Van Laar, Edwards, & Easton (2007). The results showed that work gratification significantly and positively influenced all dimensions of quality of work life. Emotional quotient did not notably affect the components of career quality of life. Work gratification did not exert an indirect influence through emotional intelligence on the career quality of life. Emotional quotient did not significantly influence the relationship between work gratification and career quality of life for staff in the University of Sistan and Baluchestan.

Introduction

An individual's job may reflect the positive attitude or hesitation they have towards a task, offering a way to grasp the connection between their own resistance to activity and the significant benefits that action brings, which is essential for attaining success in life. The possibilities for an employee's career are a crucial part of life, as an employee's overall personal satisfaction is influenced by their job performance ([Divya and Bhavikatti, 2024](#)). Work gratification is one of the elements affecting employee performance, recognizing that it necessitates training and development for the advancement and evolution of employee and as well the organization ([Oluwaseun, 2018](#)). Work gratification is affected by several factors, including the nature of the work, compensation, support from supervisors, and opportunities for employee growth and development, all of which boost employee performance. It seems that work gratification as a positive feeling stemming from a worker's assessment of their occupation and organizational aspects, which include the work itself, supervision, compensation, and opportunities for growth and development ([Onjolo, 2025](#)). The concept of work gratification pertains to employees' favorable emotional reactions towards their work and surroundings. It possesses multiple features, such as the type of tasks, salary, relationships with colleagues, and the overall workplace atmosphere ([Ali and Anwar 2021](#)). [George and Jones \(2014\)](#) define work gratification as the total of individuals' emotions and perceptions regarding their present employment. Job satisfaction encompasses both favorable and unfavorable feelings about one's work and significantly affects staff locality, efficiency, and conduct at the workplace ([Al-Asadi et al., 2019](#)). According to [Lan et al. \(2019\)](#) work gratification generates intrinsic favorable feelings and personal portions to the worker. Job satisfaction has a considerable impact on motivation, productivity, and overall well-being. Employee work gratification can reduce psychological



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pressures, boost well-being, and elevate overall quality of life. This results in decreased efficiency amounts, increased utility, enhanced quality of work, and a favorable workplace for companies ([Buivydienė et al., 2025](#)).

Emotional quotient greatly affects how effective interpersonal communication is. Emotional quotient concern to the capability to identify, comprehend, and manage both personal emotions and those of others. In communication, emotional quotient enables people to express their thoughts obviously and to react with empathy towards others ([Kakarla, 2025](#)). Emotional intelligence (EI) denotes the emotional capacity in individuals that illustrates an inherent talent for acquiring knowledge or comprehension in social interactions and personal communication ([Chen, 2025](#)). Essential elements of emotional quotient comprise self-awareness, self-regulation, social awareness, and managing relationships ([Kakarla, 2025](#)). Prior research have indicated a strong connection between emotional quotient and work gratification. In their research, [Dibaji & Massah \(2023\)](#) demonstrated that emotional intelligence influences turnover intention indirectly via the mediation of work gratification. [Suleman et al. \(2020\)](#) demonstrated that work gratification was positively correlated to emotional quotient. [Othman et al. \(2024\)](#) explored the connection between emotional quotient, work gratification, and organizational loyalty in frontline nursing managers in Qatar. Their findings indicated a weak positive connection between emotional quotient and work gratification. [Mishra \(2023\)](#) proposed that elevated levels of emotional quotient result in greater work gratification in the workplace. [Carrillo et al. \(2020\)](#) found out a beneficial predictive connection between emotional quotient and work gratification ([Soriano-Vázquez et al., 2023](#)). [Shooshtarian et al. \(2013\)](#) demonstrated a positive connection between the emotional quotient of employees and their gratification with their occupations. Earlier studies indicate that greater emotional intelligence correlates with enhanced work gratification ([Güleriyüz et al., 2008](#); [Gong et al., 2020](#)). The results of a research revealed a notable connection between emotional quotient and work gratification, indicating that emotional quotient is an essential predictor of work gratification ([Givaki et al., 2018](#)).

The career quality of life is considered one of the key elements for motivating individuals and enhancing work gratification too. The career quality of life, regardless of being in public or private sectors, seeks to enhance employee well-being, enabling them to perform their tasks with satisfaction and motivation, ultimately leading to outstanding organizational performance ([Grari & Bessouh, 2025](#)). The career quality of life holds significant importance in an individual's professional experience ([Fasla, 2017](#)). It includes how a person perceives several facets of their job, like salary, job stability, workplace conditions, interactions with colleagues, and the overall importance of work in their personal life ([Francis and Fonceca, 2023](#)). [Deery et al. \(2008\)](#) characterized quality of work life as a multifaceted concept, since it can be interpreted through the meanings of “work,” “life,” and “balance” individually. Conversely, it was stated that examining the trend and evolution of work-life balance is feasible since it impacts employees' health and job results. Career quality of life refers to a scenario in which employees can satisfy their needs through their employment in an organization. Career quality of life represents every initiative (enhancement) taking place at all tiers within an organization aimed at boosting organizational efficiency by providing support for its members ([Maghira et al., 2021](#)).

It appears that the career quality of life is a key factor in motivating individuals and enhancing work gratification. Some research findings indicated a potent connection between the career quality of life and work gratification. In a research study, [Kermansaravi et al. \(2014\)](#) found out a notable and positive relationship between faculty members' work gratification and their career quality of life. Moreover, two aspects of career quality of life, “fair and adequate compensation” and “Social Integration,” can anticipate the work gratification. [Jahanbani et al. \(2018\)](#) demonstrated that a notable connection exists between the career quality of life and work gratification. Additionally, there was a notable connection between work gratification and every aspect of career quality of life. The greatest and least correlation was associated with social cohesion and safe environment, respectively. The results indicated that the career quality of life accounted for 39.6% of the variance influencing work gratification. Within the aspects of career quality of life, growth and security, the rule of law and social cohesion accounted for significant variance influencing work gratification. [Dhamija et al. \(2019\)](#) investigated the connection between work gratification and career quality of life factors among Indian bank. The results indicated that there was variability in work gratification attributed to the constructs of career quality of life. [Hammond et al. \(2023\)](#) investigated how the career quality of life affects employee work gratification. The findings showed a favorable connection between employee work gratification and the elements of career quality of life: safe workplaces, work-life interface, personal growth, and emotional health at notable levels. [Kasraie et al. \(2014\)](#) discovered a notable positive correlation among work life quality, job

stress, job satisfaction, and citizenship behavior. [Anh and Phong \(2024\)](#) suggested that the career quality of life has a direct effect on employees' loyalty to the organization, with work satisfaction serving as a mediator in the connection between career quality of life and organizational loyalty. [Saleh \(2023\)](#) found that all dimensions of career quality had a statistically significant impact on job satisfaction among employees in the Dubai Police. [Nair and Subash \(2019\)](#) discovered that the career quality of life is significantly and positively linked to work gratification. [Dargahpour et al. \(2022\)](#) examined the link between career quality of life and work gratification. The findings showed a notable linkage between work gratification and the elements of career quality of life, apart from the overall work environment.

It appears that emotional quotient has a considerable effect on the career quality of life. The findings confirmed that employee satisfaction, employee engagement, and perceived organizational support served as mediators between emotional quotient and career quality of life ([Sudiro et al., 2023](#)). In their research, [Tamini & Chadha \(2018\)](#) demonstrated that higher emotional quotient scores were related with better evaluations in career and job, work requirements, and total job-life satisfaction. [Dissanayake et al. \(2021\)](#) investigated how emotional intelligence and work-life quality influence organizational behavior of citizenship, and the results confirmed a substantial connection among work-life quality, emotional intelligence, and organizational behavior of citizenship. [Imani \(2018\)](#) demonstrated a direct and substantial connection between emotional quotient and the career quality of life. [Abdullah \(2024\)](#) noted that a substantial link exists between emotional quotient and the career quality of life. The work-life quality aspect of social integration appeared to be somewhat significant in relation to emotional intelligence, particularly strong in the background of employing emotion. The results of a research showed a positive correlation between "self-awareness", "self-management", "motivation", and total emotional quotient with career quality of life. Additionally, it showed that "self-awareness" and "self-management" are critical components for enhancing career quality of life. The findings also demonstrated a significant link between emotional quotient and career quality of life ([Kumar and Manchala, 2021](#)). [Boas and Morin \(2019\)](#) noted that considerable correlations exist between emotional quotient and career quality of life elements. In a study, [Alibabaie \(2015\)](#) demonstrated that emotional quotient was positively connected to life quality. [Appelwhite \(2017\)](#) found that a notable connection existed between different aspects of emotional quotient and different components of work-life interface, although the impact sizes were minimal. [Buñao et al. \(2023\)](#) discovered that the direct effect value of .767 represents the beta relating emotional quotient to career quality of life.

Findings from earlier studies indicate a strong connection among work gratification, emotional quotient, and the career quality of life for staffs. Emotional quotient is also closely linked to the career quality of life. Nevertheless, no research has yet been performed regarding the mediating influence of emotional quotient on the connection between work gratification and career quality of life to elucidate its significance. Emotional quotient appears to be a notable element impacting staff's work gratification and their career quality of life. Consequently, the current study aims to examine how emotional intelligence mediates the association between work gratification and the career quality of life among staffs at the Sistan and Baluchestan University.

Method

The research approach is descriptive, employing predictive correlation and pathway analysis. The current research investigates the relationship between work gratification and career quality of life, with emotional quotient serving as a mediator among employees at the Sistan and Baluchestan University.

Sample and sampling method

The sampling method was carried out in this manner: The sample size was established through the convenience sampling technique based on the criteria of the independent variables. A total of 150 staff members (62 males and 93 females) were selected from the staff of the Sistan and Baluchestan University in Zahedan, Iran, using the convenience sampling method. Ages varied from 22 to 64 years, with a mean age of 39.20 and a standard deviation of 7.61. They received research questionnaires and were asked to complete them.

Tools Used

Job satisfaction index

To assess work gratification, the [Brayfield and Rothe \(1951\)](#) job satisfaction index was utilized. This questionnaire contains 18 statements evaluated on a Likert scale from strongly disagree (1) to strongly agree (5). The scores for this questionnaire vary between 18 and 90. This survey contains 9 negative questions that need to be rated in reverse manner. The overall score of this questionnaire is achieved by adding all the scores from the questions in the questionnaire. [Brayfield and Rothe \(1951\)](#) indicated that the reliability of this questionnaire, evaluated using Cronbach's alpha method, is .87, which is considered adequate. The dependability of this questionnaire in Iran was examined by [Gholami Fesharaki et al. \(2012\)](#). They performed research titled "examining the reliability and validity of the job satisfaction questionnaire among army health care workers" and indicated the reliability of this questionnaire to be .86. In the current research, the total reliability of this questionnaire, evaluated by Cronbach's alpha method, was indicated as .83.

Quality of Work Life Scale

This scale was created by [Van Laar et al. \(2007\)](#). The Work Life Quality Scale evaluates both professional and personal life factors, including recent job-related stress, and furthermore, it analyzes work-life quality connected to workplace health more comprehensively than earlier scales. The scale is made up of 24 questions rated on a Likert scale ranging from strongly disagree (1) to strongly agree (5). Items 7 and 9 of this scale are scored in reverse. This scale comprises 6 factors: 1. Job and work contentment (queries 1, 2, 3, 4, 5, 6), 2. Overall well-being (items 18, 19, 20, 21, 22, 23), 3. Work-related stress (queries 7, 8), 4. Workplace control (items 12, 13, 14), 5. Overlap between work and home (questions 15, 16, 17), 6. Labor conditions (queries 9, 10, 11). The total score of this scale is derived from adding together all the questions. This scale lasts for 5 minutes and has been translated into Chinese, Persian, Turkish, British English, American English, Welsh, and Persian. The reliability of this questionnaire, assessed through the Cronbach's alpha method, has been indicated to be .96, which is considered excellent ([Norouzi, 2013](#)). In this study, Cronbach's alpha varied between .41 and .83.

Emotional Intelligence Questionnaire

To assess the emotional intelligence of employees at the University of Sistan and Baluchestan, the [Chadha Emotional Intelligence Questionnaire \(2001\)](#) was employed. This survey consists of 22 questions, with each question offering four responses. The answering method varies for each question, assigning scores of 5, 10, 15, or 20 to each. This questionnaire consists of three sub-components: emotional sensitivity (questions 2, 8, 16, 17, 22), emotional maturity (questions 4, 6, 9, 11, 12, 18, 21), and emotional competence (questions 1, 3, 5, 7, 10, 13, 14, 15, 19, 20), which encourages individuals to accurately, sincerely, and wisely identify, analyze, and handle the complexities of human behavior. The reliability of this questionnaire, assessed by Cronbach's alpha method, was indicated to be .96. In the current research, the composite alpha was equal to .60.

Data collection and analyses method

Following the preparation and modification of the questionnaires and scales, the preferred samples were conveniently chosen from the Sistan and Baluchestan University employees. Following the necessary clarifications and confirming to the participants that their answers would remain confidential and that the study's aim was a research project, the questionnaires were distributed to the employees, and once they filled them out, they were gathered. To analyze the data, descriptive statistics including frequency, percentage, mean, and standard deviation were utilized, along with parametric statistical techniques like Pearson's correlation coefficient and path analysis with structural equations, executed via SPSS 26 and Smart PLS version 4 software.

Results

Table 1 displays the frequency and percentage of the research participants.

Table 1- Frequency and percentage of the participants.

Gender	n	%
Male	62	40.0
Female	93	60.0
Total	155	100.0

Table 1 reveals that 62 (40%) of the participants were male, while 93 (60%) were female.

Table 2- Mean, standard deviation and Pearson correlation of the study variables.

Variable	Mean	SD	1	2	3	4	5	6	7	8
1. work gratification	63.15	8.42	1							
2. job & career	21.34	3.20	.68**	1						
3. general well-being	19.95	3.54	.55**	.62**	1					
4. stress at work	6.23	1.65	.40**	.44**	.46**	1				
5. control at work	9.23	2.05	.39**	.56**	.47**	.35**	1			
6. home-work interface	10.81	1.8	.44**	.45**	.62**	.31**	.40**	1		
7. working conditions	10.64	1.88	.53**	.51**	.49**	.43**	.34**	.37**	1	
8. emotional quotient	333.93	30.24	.22**	.27**	.14	.08	.13	.08	.19*	1

** $p < .01$, * $p < .05$

The findings from the Pearson correlation indicated a significant positive correlation between work gratification and sub-scales of career-life quality; for instance, “job and career” ($r = .68, p < .01$), “general well-being” ($r = .55, p < .01$), “work stress” ($r = .40, p < .01$), “control at work” ($r = .39, p < .01$), “home-work interface” ($r = .44, p < .01$), and “working conditions” ($r = .53, p < .01$). A notable positive correlation existed between emotional quotient and work gratification ($r = .22, p < .01$). Emotional quotient showed a significant positive correlation with two dimensions of career quality of life, specifically; “job and career” ($r = .27, p < .01$) and “working conditions” ($r = .19, p < .05$). However, emotional quotient showed no significant correlation with “general well-being”, “job stress”, “workplace control”, or the “work-home interface”.

Measurement model evaluation

To assess the model's discriminant validity, metrics such as Cronbach alpha, composite reliability, average variance extracted, and the heterotrait-monotrait ratio were utilized, with the values shown in Table 3.

Table3- Cronbach's alpha, composite reliability, AVE, HTMT.

Variable	CA	CR	AVE	1	2	3	4	5	6	7	8
1. Control at work	.42	.72	.49								
2. Emotional quotient	.54	.60	.09	.54							
3. General well-being	.72	.81	.43	.91	.42						
4. Home-work interface	.45	.73	.49	.90	.44	1.08					
5. Job & career	.65	.77	.38	1.05	.53	.91	.85				
6. work gratification	.83	.87	.33	.70	.43	.72	.68	.90			
7. Stress at work	.37	.76	.61	1.14	.49	.89	.74	.85	.80		
8. Working conditions	.41	.72	.46	1.07	.56	.96	.89	1.03	.91	1.08	-

Standard criteria were applied to evaluate the fit of the data to the model. Typically, values ranging from .70 to .95 for Cronbach's alpha and composite reliability are generally accepted. Table 3 shows the internal consistency reliability (CA and CR) in this study. In this study, all constructs obtained values ranging from .60 to .87 for composite reliability. As a result, the framework of this study shows internal consistency reliability, except for emotional quotient. Conversely, AVE values greater than .50 are generally acceptable. In the present study, the adequacy and competence index was above .50 for stress at work, only, and the other indices were below .50, indicating sufficient convergent validity only for the adequacy and competence index for stress at work, but the other variables did not have high AVEs and did not have sufficient convergent validity. Typically, values less than .85 are acceptable values for the HTMT criterion. In the present study, each construct obtained values between .42 and 1.14 for discriminant validity according to the HTMT standard.

Structural model evaluation

A bootstrap structural model assessment was conducted for direct and indirect effects to investigate whether emotional quotient has a mediating role in the relationship between work gratification and career quality of life

in employees of the University of Sistan and Baluchestan. All analyses were conducted using IBM SPSS Statistics 24 and Smart PLS-4 software packages.

Table 4- Direct and indirect pathway coefficients of Beta and t-values.

Variable	R ²	ΔR ²	Q ²	f ²	Beta	t-value	Sig.	95% CI	
								LL	UL
WG	-	-	.236	-	-	-	-	-	-
WG -> CW	.206	.195	.091	.173	.388	4.773	.0001	.201	.526
WG -> GWB	.395	.387	.281	.520	.587	8.553	.0001	.426	.698
WG -> HWI	.224	.214	.041	.227	.439	6.192	.0001	.284	.562
WG -> JC	.551	.545	.146	.994	.699	11.894	.0001	.565	.796
WG -> SW	.193	.183	.056	.193	.414	4.746	.0001	.220	.561
WG -> WC	.345	.336	.042	.369	.515	7.601	.0001	.370	.634
WG -> EI	.087	.081	.012	.095	.295	4.390	.0001	.248	.506
EQ-> CW	-	-	.025	.025	.146	1.575	.115	-.004	.360
EQ-> GWB	-	-	.018	.018	.109	1.427	.154	-.009	.289
EI -> HWI	-	-	.009	.009	.089	.815	.415	-.086	.347
EQ -> JC	-	-	.028	.028	.117	1.841	.066	.011	.260
EQ -> SW	-	-	.006	.006	.071	.633	.527	-.125	.307
EQ -> WC	-	-	.040	.040	.169	1.799	.072	-.012	.354
WG -> EQ -> CW	-	-	-	-	.043	1.197	.231	-.001	.142
WG -> EQ -> GWB	-	-	-	-	.032	1.137	.256	-.003	.111
WG -> EQ -> HWI	-	-	-	-	.026	.624	.533	-.034	.136
WG -> EQ -> JC	-	-	-	-	.035	1.385	.166	.004	.103
WG -> EQ -> SW	-	-	-	-	.021	.499	.618	-.050	.118
WG -> EQ -> WC	-	-	-	-	.050	1.396	.163	-.003	.137

Note: WG: Work Gratification; CW: Control at Work; GWB: General Well-Being; HWI: Home-Work Interface; JC: Job & Career; SW: Stress at Work; WC: Working Conditions; EQ: Emotional Quotient; CI: Confidence Interval; LL: Lower Level; UL: Upper Level.

The findings presented in table 4 indicate that work gratification had a significant positive direct impact on control at work ($Beta=.388$, $t=4.773$), general well-being ($Beta=.587$, $t=8.553$), home-work interface ($Beta=.439$, $t=6.192$), job and career ($Beta=.699$, $t=11.894$), stress at work ($Beta=.414$, $t=4.746$), and working conditions ($Beta=.515$, $t=7.601$). Work gratification exerted a notable positive direct influence on emotional quotient ($Beta=.295$, $t=4.390$). Emotional quotient showed no substantial impact on workplace control ($Beta=.025$, $t=.146$), overall well-being ($Beta=.018$, $t=.109$), home-work balance ($Beta=.009$, $t=.089$), career and job ($Beta=.028$, $t=.177$), work-related stress ($Beta=.071$, $t=.633$), and employment conditions ($Beta=.040$, $t=.169$). Work gratification did not have an indirect effect via emotional quotient on work control ($Beta=.043$, $t=1.197$), overall well-being ($Beta=.032$, $t=1.137$), home-work balance ($Beta=.026$, $t=.624$), job and career ($Beta=.035$, $t=1.385$), workplace stress ($Beta=.021$, $t=.499$), and working environment ($Beta=.050$, $t=1.396$). Emotional quotient did not significantly mediate the connection between work quotient and career of work life among employees in Sistan and Baluchestan University.

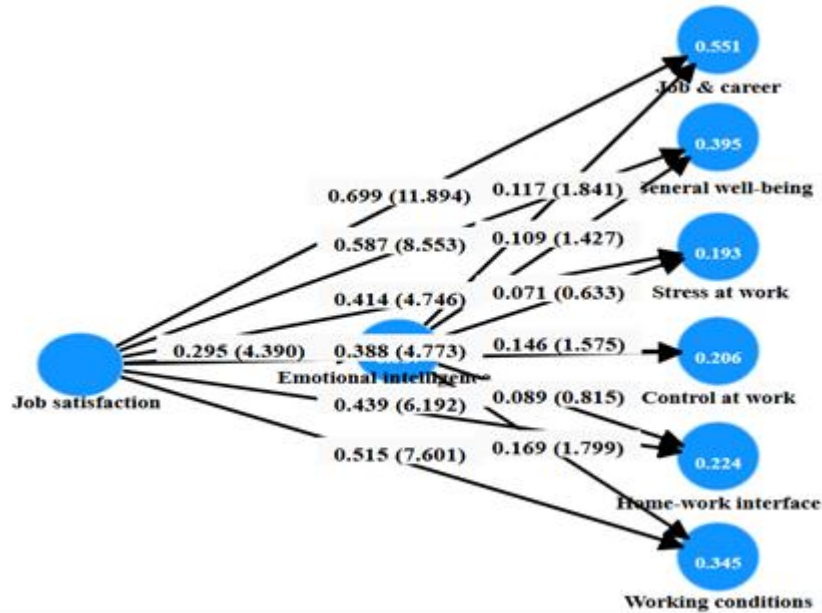


Figure 1-pathway coefficients and *t*-value.

Discussion

The purpose of the current research was to assess the mediating effect of emotional quotient on the relationship between work gratification and quality of life career among employees at the University of Sistan and Baluchestan, Zahedan, Iran. The outcomes of the Pearson correlation showed that work gratification had a significant correlation with the sub-scales of quality of career-life; for example, employment and career, “general well-being”, job-related stress, work control, home-work balance, and working environments. A notable connection existed between emotional quotient and work gratification. Emotional quotient demonstrated a marked positive relationship with two aspects of career quality of life, namely; “job and career” and “working conditions”. Nevertheless, emotional quotient showed no significant correlation with overall well-being, job stress, workplace autonomy, or the work-home balance. Also, the results from the pathway analysis using structural equation modeling (SEM) revealed that work gratification had a significant positive direct effect on the sub-scales of career quality of life, for instance, workplace control, “general well-being”, “home-work interface”, “job and career” issues, workplace stress, and “working conditions”. The findings of this study are consistent with the previous studies ([Kermansaravi et al., 2014](#); [Jahanbani et al., 2018](#); [Dhamija et al., 2019](#); [Hammond et al., 2023](#); [Kasraie et al., 2014](#); [Anh and Phong, 2024](#); [Saleh, 2023](#); [Nair and Subash, 2019](#); and [Dargahpour et al., 2022](#)). These research studies showed a strong, good link between how happy workers felt at their jobs and how good they thought their career quality of life was. It seems that workers who liked their jobs more also felt better about their careers. For example, a worker who felt valued and had chances to grow at work was more apt to report a high quality of career life. This could include things like feeling secure in their job, having a good balance between work and personal life, and feeling like they were making progress toward their career goals. On the flip side, workers who were not happy with their jobs were more apt to report a lower quality of career life, with less job security. Work gratification had a significant positive direct effect on emotional quotient. The findings of this study have coordination with the studies of [Dibaji & Massah \(2023\)](#); [Suleman et al. \(2020\)](#); [Othman et al. \(2024\)](#); [Mishra \(2023\)](#); [Carrillo et al. \(2020\)](#); [Soriano-Vázquez et al. \(2023\)](#); [Shooshtarian et al., 2013](#); [Güteryüz et al. \(2008\)](#); [Gong et al. \(2020\)](#); and [Givaki et al., 2018](#)). It seems that work gratification can boost a person's emotional quotient. People who find meaning in their work tend to handle feelings better. They often show more empathy. This can lead to better relationships with colleagues and clients. For example, a happy employee may better respond to a client. A fulfilled employee might connect with clients easier. This positive attitude can then improve their emotional skills. It makes them

more aware of their feelings and others' feelings. When employees enjoy their job, they are more apt to work well with their organization and workplace. They can stay calm during stress. These emotionally intelligent behaviors are key for career success. A positive work environment can make space for personal growth.

The results of this research indicated that emotional quotient demonstrated a marked positive relationship with two aspects of career quality of life, namely; job and career and working conditions. Same results were reported by [Sudiro et al. \(2023\)](#); [Tamini & Chadha \(2018\)](#); [Dissanayake et al. \(2021\)](#); [Imani \(2018\)](#); and [Abdullah \(2024\)](#). [Tamini & Chadha \(2018\)](#) revealed that higher emotional intelligence scores were connected to the better evaluations in job and career, work conditions, and overall work-life satisfaction. But the results of this study showed emotional quotient had no real effect on career quality of life sub-scale, for example workplace control was not impacted, general well-being cannot change, and work-life balance was unaffected. Also, career and work gratification and job-related stress did not increase or decrease. Employment circumstances stayed the same. These findings clash with earlier research. Prior studies often found a strong link between emotional quotient and career quality of life. For example, past research suggested high emotional quotient led to better work-life balance, [Applewhite \(2017\)](#) found a significant connection between different aspects of emotional quotient and various components of work-life balance, although the effect sizes were minimal. High emotional quotient also helped workers handle job stress. This study did not support those ideas. The lack of connection raises questions. Emotional quotient may matter less than once thought for some career outcomes. Other factors could play a bigger role in career quality of life. The results of this study found no connection between emotional quotient and career quality of life. This means that someone's emotional skills did not predict how they felt about their career. We expected that people with higher emotional quotient might report a better career quality of life. This expectation was not supported by the data. The average emotional quotient score for employees with high career quality of life was similar to those with low career quality of life. Because the expected value of emotional quotient conditional on career quality of life did not vary, there was no observed relationship between these two variables.

The study's results showed that work gratification did not affect career quality of life areas, like work control or overall well-being. Home-work balance, career satisfaction, job contentment, workplace stress, and the work setting were also unaffected. This lack of influence occurred indirectly through emotional quotient. Emotional quotient did not strongly change the link between work gratification and employees' career quality of life at Sistan and Baluchestan University. For example, a worker who feels happy at work may still struggle to balance home and job duties. Their emotional quotient does not change that struggle. A separate worker might have great control at work, but their general well-being is not raised by a high emotional quotient. The findings suggest that feeling good about work does not ensure a better career quality of life. Emotional intelligence does not act as a go-between in this relationship.

Ethical considerations

In this study, all ethical standards, including informed consent from research participants, ensuring the confidentiality of participants' responses, and voluntary participation or withdrawal of participants in the study, were fully observed. In addition, ethical considerations consistent with ethical standards were observed in the study.

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Conflict of interest

The author expresses that there is no conflict of interest in this study.

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