

From Digital Distraction to Leadership Excellence: The Moderating Role of Emotional Intelligence on Phubbing & Transformational Leadership

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This study investigates the moderating function of emotional intelligence (EI) in the link between transformational leadership (TL) and leader phubbing (LP). The study was carried out to determine if emotional intelligence mitigates the detrimental effects of leader phubbing on transformational leadership, using a sample of 471 workers from a variety of sectors. The results demonstrate that frequent digital distractions impair a leader's capacity to motivate and inspire followers, confirming the negative correlation between LP and TL. But this association is strongly moderated by emotional intelligence, which lessens the negative consequences of leader phubbing on transformational leadership.

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Introduction

Technology is essential for improving productivity and easing communication in today's hyperconnected environment. Phubbing, a name formed from the words "phone" and "snubbing," is one of the unexpected repercussions of an over-reliance on digital gadgets. It is the practice of neglecting someone in favor of a mobile device (Chotpitayasunondh & Douglas, 2018). Although phubbing in interpersonal relationships has been the subject of much studies so far, less is known about its effects in professional contexts, particularly with regard to leadership effectiveness. According to Roberts