



## **Nexus Between Emotional Intelligence, Green Transformational Leadership, Social Intelligence, And Knowledge Sharing Behavior Among Academic Staff in Kenyan Universities**

**Geoffrey Biwott \***

Department of Management Science, Bomet University, Kenya

\*Corresponding Author: [gbiwott@gmail.com](mailto:gbiwott@gmail.com)

### **Abstract**

The primary goal of the study was to ascertain the moderating mediation influence that social intelligence has on the relationship between emotional intelligence and knowledge-sharing behavior in Kenyan institutions. The relational models theory and the Theory of Planned Behavior served as the study's foundation and pillars. A sample size of 378 was chosen through random sampling from a total of 24,170 respondents. Structured questionnaires with items anchored on a five-point Likert scale were used to collect the data. Using ProcessMacro, the Hayes Model 5 was used to test the hypothesis. According to the findings (BootLLCI=.050 and BootULCI=.227, =.0.138 p.05), social intelligence mediates the link between emotional intelligence and knowledge sharing behavior. Additionally, the connection between emotional intelligence and information sharing behavior is strongly moderated by green transformational leadership (R2 change =.043, =.0.068 p.05). The research came to the conclusion that social intelligence and emotional intelligence together increase employee knowledge exchange. Employees with social intelligence are able to identify important social networks, comprehend fundamental power dynamics, and apply this knowledge to enhance information exchange. Additionally, green transformational leadership emphasizes that through fostering a green company identity, environmental care, and environmental passion among employees, it can influence their green behavior. In terms of application, the study's conclusions can help Kenyan institutions' leaders develop plans for enhancing knowledge sharing through social intelligence and putting green transformational leadership into practice. Institutions of higher learning, university management, and scholars, particularly when it comes to utilizing information, have generally neglected the role of social intelligence and green transformational leadership as catalysts in Kenyan universities.

**Keywords:** Nexus emotional intelligence, Green transformational leadership, Social intelligence, Knowledge sharing behavior and universities

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