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**The Relationship of Emotional Intelligence of Managers and Organization  
Climate with Organizational learning  
(Case Study: National Iranian Oil Company)**

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**Abstract**

The purpose of the present study is investigating the Relationship between Emotional Intelligence (EI) of Managers and Organization Climate with Organizational learning culture of which NIOC<sup>1</sup> has been chosen as case study. In this article, 30 managers of NIOC and suborganizations have been chosen by clusterly method base that using interview and questionnaire for gatering information. In this article subjects are splited for two classify. Fistyly, deal with emotional intelligence and organization climate that preliminary criteria utilized by leaman model. It goes without saying that for measuring organization climate criteria, leaman approach has been used then impact of organization climate criteria has been investigate on Organizational Learning Culture. In the mentime, a questionnaire has been design base on Marquardt model. On the base on literature review and results of analytical gatering information by field studies, 4 assumptions have been confirmed. The results of studies clarify that there was a significant positive correlation between high of emotional intelligence of Managers with organization climate. Meanwhile, pierson correlation coefficient between criteria and the results shows that has most effective impact on credibility criteria. In the last, the results of emotional intelligence of Managers impacts and rating of this impact on Organizational Learning Culture have been presented by friedmann test.

**Keywords:** Emotional Intelligence (EI), Organizational Climate, Organizational Learning Culture (O.L.C.), Learning Organization (L.O.), 360 degree feedback method.

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5. Ciarrochi  
 6. Forgas  
 7. Mayer  
 8. David Goleman

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1. Goleman  
 2. Gardbner and Stough  
 3. Bagshow  
 4. Ormeand and Ashton

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- 3. Emotional perception and expression
  - 4. Emotional Facilitation of Thought
  - 5. Emotional understanding
  - 6. Emotional Management

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- 1. Bar-On
  - 2. David Caruso

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- 3. Self management
  - 4. Social awareness
  - 5. Relationship management
  - 6. Greaves
  - 7. Brad berry

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- 1. Hay Group
  - 2. Self awareness



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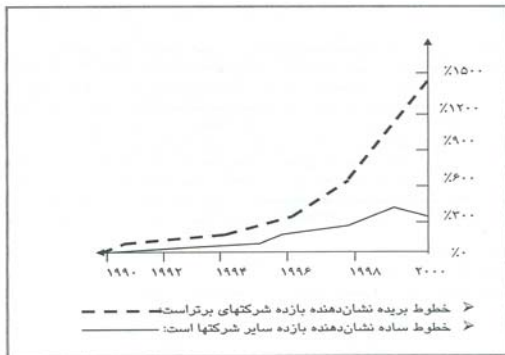
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1. Forehand
  2. Gilmer
  3. Powell
  4. Butterfield
  5. Baker
  6. Litwin
  7. Stringer
  8. Likert
  9. Ayers



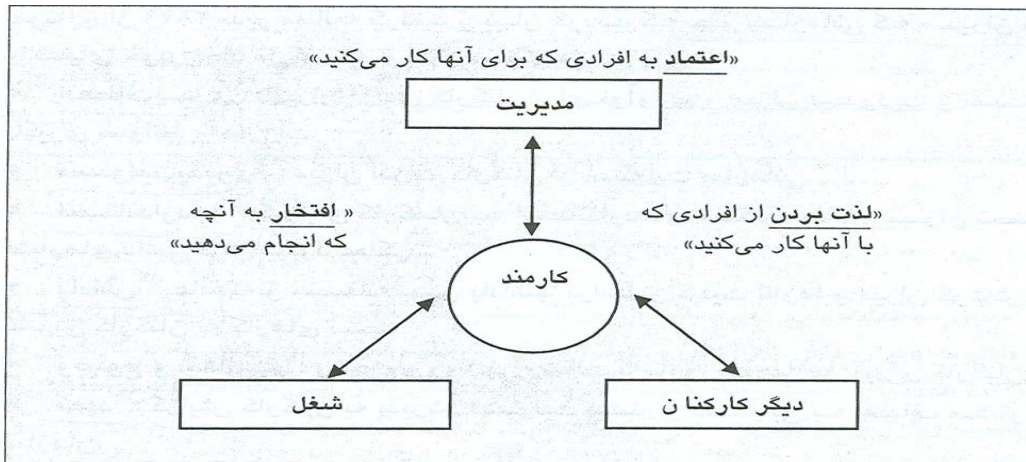
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- 5. Rewards
  - 6. Clarity
  - 7. Team commitment

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- 1. conformity
  - 2. Flexibility
  - 3. Responsibility
  - 4. Standards



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- 8. Impartiality
  - 9. Justice
  - 10. Pride
  - 11. Personal job
  - 12. Team accomplishments
  - 13. Corporate image

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- 1. Honesty
  - 2. Respect
  - 3. Support
  - 4. Collaboration
  - 5. Caring
  - 6. Fairness
  - 7. Equity

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- 1. Camaraderie
  - 2. Intimacy
  - 3. Hospitality
  - 4. Community

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- 2. Watts
  - 3. Henderson
  - 4. Gardner
  - 5. Avolio
  - 6. Luthans
  - 7. May
  - 8. Walumbwa
  - 9. Manning
  - 10. Davidson
  - 11. Hurley

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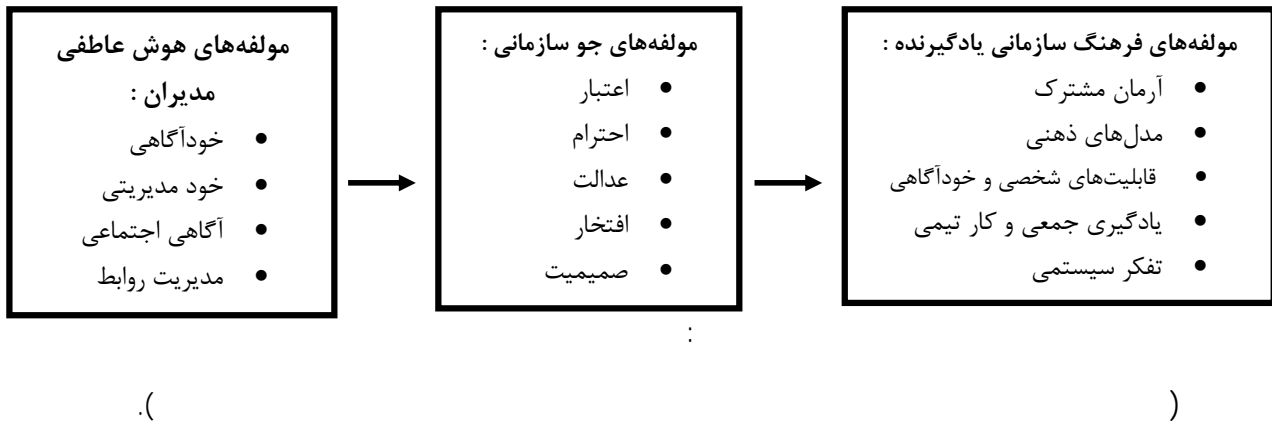
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- 4. reliability
  - 5. 360 version feedback

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- 1. Pilot Study
  - 2. Great place to work (gpw.org)
  - 3. validity

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1. Analysis variance test

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