

Job Satisfaction and Socioemotional Competencies in Middle Managers from Companies in Córdoba

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Abstract

This study explores the relationship between job satisfaction and socioemotional competencies—specifically self-management and social cognition—among middle managers in SMEs based in Córdoba, Argentina. Objective: To examine the relationship between job satisfaction, self-management, and social cognition, and to identify differences in these competencies according to satisfaction levels. Method: A quantitative, cross-sectional, and ex post facto design was applied to a sample of 100 employees. Validated scales were used, and statistical analyses included correlation tests, multiple linear regression, and Welch’s ANOVA. Results: Positive correlations were found between job satisfaction and self-management ($r = .49, p < .001$), and between job satisfaction and social cognition ($r = .59, p = .002$). The regression model explained 41% of the variance in job satisfaction ($R^2 = .41, F(2, 97) = 33.5, p < .001$), with social cognition emerging as the strongest predictor ($\beta = .46, p < .001$), followed by self-management ($\beta = .29, p = .001$). Welch’s ANOVAs revealed large effect sizes (self-management: $\eta^2p = .51$; social cognition: $\eta^2p = .58$), and Games-Howell post hoc tests confirmed significantly higher satisfaction levels among those scoring higher in both competencies ($p < .05$). Conclusions: Socioemotional competencies significantly influence job satisfaction, and their development through training programs may enhance organizational well-being, overall productivity, and employee retention.

Keywords: Emotional Intelligence, Human Capital, Organizational Climate, Self-Efficacy, Soft Skills