

Abstract

The objective of this research was to study the relationships among Emotional Intelligence, Machiavellian personality, and Work ethics of small and medium entrepreneurs (SMEs) in Bangkok.

The samples included 362 people from SMEs who registered with Institute for Small and Medium Enterprises Development (ISMED).

The instruments employed for this study consisted of 4 parts of questionnaire :- Part 1 : Characteristics (7 items) ; Part 2 : Measurement of work ethics (46 items, $\alpha = .96$) ; Part 3 : Measurement of emotional intelligence (44 items, $\alpha = .87$) ; Part 4 : Measurement of Machiavellian personality (22 items, $\alpha = .64$) . The statistical analysis was performed by using SPSS programme for Window. The results were as follows:

1. The owners from different enterprises categories were significantly different in emotional intelligence. The owners of SME in the service category were found to have the highest scores in self-awareness, self-motivation, and social skills.
2. The owners from different enterprises categories were not significantly different in Machiavellian personality.
3. The owners from different enterprises categories were not significantly different in work ethics.
4. The factors of emotional intelligence in terms of self-awareness, self-motivation, and social skills had significant positive correlation with work ethics statistically in the order of 0.05 ; however, the factors of emotional intelligence in terms of self-regulation and empathy was insignificant and had no correlation with work ethics.
5. The charismatic factor of machiavellian personality had significant positive correlation with work ethics statistically in the order of 0.01; however, the perfidious and delusive factors of machiavellian personality had significant negative correlation with work ethics. In addition, no correlation between the hedonistic factor of machiavellian personality and work ethics was found.

6. The correlation between emotional intelligence and work ethics of entrepreneurs was found insignificantly.

In conclusion, there were relationships among emotional intelligence, machiavellian personality, and work ethics of entrepreneurs. Thus, the organization could utilize this information as guidelines to create the emotional intelligence training programs in order to enhance work ethics of entrepreneurs in the organization. This should lead to greatly benefit, which will facilitate organizational growth in the long run.