**Resumen**

Actualmente, en el mundo de las Organizaciones, se busca que el empleado esté comprometido con su trabajo, esto es, el engagement en su puesto de trabajo. La presente investigación, con una muestra de 65 participantes de 2 empresas valencianas, va a analizar la diferencia en los niveles de IE entre personas de ambos sexos y además la relación de la IE con el engagement. Los resultados evidenciaron que los participantes de sexo femenino mostraban mayores niveles de Inteligencia Emocional. Por otra parte, el grupo con mayores niveles de Inteligencia Emocional también tenía mostraba un mayor nivel de Engagement en su puesto de trabajo. Por tanto, los datos obtenidos apuntan hacia desarrollar una intervención orientada a la maximización de Inteligencia emocional como variable clave en el Engagement.

**Abstract**

Nowadays, living in a world of Organisations, enterprises look for employees who are Committed to their work, this is the Engagement at their work place. The following research carried out to 65 participantes in 2 Valencian enterprises will analyse the diferent levels of E.I.among people of both sexes un addition to their relation between E.I. and Engagement. The results obtained show that the women participants showed higher level of Emocional Intelligence. On the other hand, the group of higher levels of Emocional Intelligence was also the group of higher Engagement at their work place. Thus, given these results It is clear that there should be given more development to the Emotional Intelligence as a key to improve Engagement at work.
INTRODUCTION
Several research focused on the role of E.I. in the laboral world have found the possible E.I. differences between both genders. These studies have shown that measuring the E.I. with the "Mayer-Salovey-Caruso Emotional Intelligence test" (MSCEIT), which consists of a test to evaluate the E.I. has really found significant differences(Extremera, Fernández-Berrocal, & Salovey, 2006; Cabello et al., 2016).
Apart from the interest arose by E.I., it has to be mentioned another one in the positive psychology, which is Engagement. The results obtained by Pacheco, Duran and Rey shows that people with higher E.I. got higher marks in the engagement dimensions which are vigor, dedication and commitment at work. (Durán, Extremera, & Rey, 2004).
The aim of this study is to analyze the difference of E.I. between genders among workers from different sectors in the provinces of Castellon and Valencia, as well as the possible relation between the E.I. and their willingness of Engagement at their work place. For that reason, we have the following hypothesis:
H1: women participants will get higher marks in the E.I than male participants.
H2: participants with a higher E.I. will obtain a higher level of Engagement at their job position.

METHOD
We have taken into consideration 2 variables: Emotional Intelligence and Engagement.
The Emotional Intelligence has been measured by means of the application MEITPRO (Sánchez, & Bresó, 2019). Reliability: perception (0,92); comprehension (0,86) and procedure (0,77).
The Engagement has been measured by making use of the Utrecht Work Engagement Scale (UWES. SS) (Schaufeli et al., 2002). Reliability: vigor (0,88), dedication (0,81) and absorption (0,78).

RESULTS

DISCUSSION
Regarding the results of this study, in relation to the differences depending on the gender of the participants, the data show that women got the best results not only in the perception factor but also in the comprehension of the E.I. These results would demonstrate that our first hypothesis “women participants would get higher results in the E.I. to those of men” is correct. On the other hand, our results have shown an important relation between E.I. and the Engagement dimensions “vigor” and “dedication.” In other words, a higher E.I. of the workers would have a positive relation with higher levels of vigor and dedication. These results will confirm our second hypothesis “those participants with higher E.I. will show a higher level of Engagement in their working place.”

LIMITATIONS
- One of the main limitations of this study has been that enterprises which showed their reluctancy when it came to collaborate with the obtaining of the samples, making it difficult to gather a bigger collection of samples.
- Another limitation of this research has been the small amount of women who took part in it.
Bibliografía


