

## **Abstract**

This management research report focuses on the relationship between multiple intelligences and individual work performance, and the possible impact of generations. The report commences with an introduction to the research problem and the background against which this study takes place. An extensive literature review on multiple intelligences, individual work performance and generations led to the identification of variables and factors to be studied, and the conceptualization and operationalization was carried out in order to establish the measurement of these constructs. The hypotheses were formulated in order to achieve the objectives of this study: to ascertain the relationship between multiple intelligences and individual work performance, and to identify the moderating impact of generations on the relationship between multiple intelligences and individual work performance.

The analysis of the data and subsequent hypothesis testing revealed that multiple intelligences accounted for 40% of the variance in individual work performance. The analysis further revealed that Generation Y managers possess a higher level of multiple intelligences and therefore are better performers than Generation X managers. Thus, the two hypothesis posited in this study were both supported and as such the research objectives were achieved.

The findings have been discussed in light of the existing literature, along with the implications of these findings; the theoretical implication being the possible addition of multiple intelligences and generations as predictors of individual work performance and the managerial implication being the enhancement of multiple intelligences of managers in organizations. The main limitations of the study with regards to the generalizability of findings and restrictions in sample size can be addressed in future research by expanding the scope of the study and utilizing alternative measurement scales.