**ABSTRACT**

The important feature of effective manager is to understand emotions in an effective method. This study looks into cultural variations in trait Emotional Intelligence among the business managers from the provinces of Pakistan i.e. Sindh, Punjab, Khyber Pakhtunkhwa and Balochistan. Comparing rotated component matrixes of these four provinces revealed the four traits emotional intelligence factors, Well-being, Selfcontrol, Emotionality, and Sociability of these provinces. Short-form of Trait emotional intelligence Questionnaire developed by Petrides [2009] has employed to measure the 404 business managers from four provinces in present article. The results revealed evident the cultural differences in trait emotional intelligence scores with the business managers of Sindh scoring consistently higher than other three provinces and the business managers from Balochistan province scores are at lowest. These cross cultural differences may have ramification for global EI trait, well-being, self-control, emotionality and sociability in business manager’s performance, negotiation, conflict management, decision making and organizational development.