

Emotional Intelligence as Corelate to Work Life Balance (A Case Study of Sidhi MP)

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Abstract

The aim of this Research paper is to find out the role of emotional intelligence in fostering work life balance among the working and non working professionals Teacher, Business man, Scientist, Social worker and Politicians. The study comprised of 55 working professional of postgraduate colleges of Sidhi. The subjects belong to age group between 22 -40 years. All most matured youth and having post graduation and above qualifications in IT, BIO- tech, Commerce, Management And social work etc.

Objectives

To find out emotional intelligence levels of teaching and non teaching employees of academic institutions.

To find out the degree of work life balance of the subjects.

To find out relationship between the Emotional Intelligence (EI) and work life balance (WLB) in an academic institutions.

1. Introduction-

Globalization and rapid speed of information and communication & technology (ICT) have given rise to a very serious problem in working professional i.e. Work life in balance .People found to be failed in maintaining effective balance between their corporate working life and their social life .This imbalance is giving birth to many psychosomatic disorders which result into their in competency, less productivity, insatiability, fail in sustainability, adoptability and mobility of work force In 21st century because of rapid change in working conditions and cultural diversity ,change in demography .The normal people with low EI finds insecure to be adoptable and sustainable in global scenario.

2. Emotional Intelligence

One may have wondered many times that how an ordinary people build their way to success ex. College toper bill gates build up a vast empire, MG Gandhi known for Gandhian thought and life style , dhirubhai ambani, a successful corporate have setup a bench mark in their fields because of strong emotional intelligence.

Any agitation or disturbances of mind feeling passion any vehement or excitement of mental status is called emotion.

The bodily response towards the emotional stimuli could be feelings like - anger, tear, happiness, love, surprise disgust sadness etc.

Majors' solvey: Emotions are a group of psychological abilities knowledge and regulative emotions results into better performance of person.

Goleman 1995: EI is a potential for measuring the skills of self awareness, self management, social awareness and interpersonal relationship management is called EI.

Cognition thought: feeling knowing and acting are inseparable from one's adoption and development "major solvey".

General intelligence serves as an umbrella concept it includes dozens of related mental abilities ex. Memory, fast relation, recall, calculative power figure based memory whereas EI means how quickly one may understand self and others emotions and navigate them towards the success.

3. Intelligence is Out Come of to Cause

Personal intelligence	Emotional intelligence
PI or traditional intelligence brain power.	Significance of feeling white thinking i.e. (EI).
In the class room how a student gets,advance degree BE,MBBS etc.	How effective in out side the class room
Person attends top positions	Person attends top positions as well as becomes top persons too.

EI is a different way of being smart and successful degree of emotions like happiness, sadness, fear, carriage, anger shame, disgust, surprised, relations, love, dedication, affection, belief, trust affect our day to day life.

The lacking emotional intelligence explain that why this IQ people are better faithfulness and fade in their profession / personal life.

A result says high IQ and Low EQ make a stereo type personality an odd figure and uncomfortable with others. IQ may give you top position but fail to make you a **Top personality**.

Many professionally managed corporate have their own self awareness based emotional balance training programs in the form of art of living , art of self be coming , meditation ,yoga exercise ,social interaction , training for spiritual competency ,group activities and cross cultural integration based activities .

In corporate like – Wipro, HCL, Reliance and many banking industries, moderate education institution engaged in imparting professional, technical education at higher level like IIM Ahmadabad, IIT, management development institute new Delhi and many other schools have included EI based curriculum in their routine training to their students to make them emotionally strong and matured to drive out pressure of multiple task based working pressure in domestic and international companies.

4. Our Epics and Emotional Intelligence

EI is the innate potential to feel, use and communicate emotions of self and others recognized, remember and understand successfully to navigate in right direction.

DR. L.N. Sharma, 2008

“EI is some thing in each of us that is a bit intangible, it defines how we manage behavior, navigate social complexities and make personal decisions that achieve positive results”

Greeves 2005

“EI provides advantage is every walk of life that in corporate life, social life in teaching learning process, T & D, counseling and guidance, handling grievance and making human recourse planning and strategy formulation etc. it is 100 times powerful than the IQ. As IQ helps in getting job but EQ helps in building integrated competency and excellence in effective use of hidden potential.”

Emotion beings thing is to motion and many faced the force behind what be feel is allowed us to create new alternatives.

5. Research Methodology

The area of study is Sidhi town and its surrounding area it includes leading academic institutions of Sidhi and a random survey was conducted for more than 60 respondents out of them 50 found to be included for study.

The paper is based on primary data. In this study two tools were used to measure EI & work life balance.

For measuring EI a prescribed tool was used having 15 multi option questions and for measuring WLB an expertly design tool with 20 questions was used.

6. Data Interpretation and Findings

Table 1: Interpretation of the scores of emotional intelligence

Score	Percentile	Interpretation	No. of respondents
285 & above	p-44	Extremely high EI	22
252t to 284	p-20	High EI	10
200 to 249	P-24	Moderate EI	12
Less than 200	p-8	Doubtful	4

This table shows that the distribution and interpretation of EI score

Ranging from 200 to 295 out of 50, 22 respondents were found to be having extremely high emotional intelligence, 10 high EI , 12 moderate and rest are doubtful .

As per the table shows above the distribution of EI score reflects that about 50 % respondents found to have extremely high EI are below .The pattern of EI distribution is based on their length of service qualification and their challenge gratitude & subjective aptitude.

It means those who are progressive in nature and visionary are found to be more creative, adoptable and group competence and highly competent with proportionate productivity and output.

Table 2: Statistical analysis and result showing distribution of WLB.

Web Standard	No. of Respondents	Percentage
Successfully balanced	30	60
Medium	10	20
Average balanced	8	16
Unbalanced	2	4
Total	50	100

This table represents work life balance of academic professionals that includes faculties and few other staff members. The WLB score shows that 30 out of 50 i.e. 60% personnel found to be more competent in balancing their both the ends of liabilities that is their corporate responsibility i.e. teaching learning process, research work guiding projects exam management and students counseling etc.at their colleges and as well as their social obligations and duties towards their family members, friends, relatives and colleges during working hours. And later on.

It also appears that rest 20 respondents are found to be straggles at both the areas of their life and responsibility and obligations.

This research requires an other study in future to measure work life stress and social intelligence.

In 21 century when the global competition is directly or indirectly imposed on the entire world personnel in all the departments and Areas whether it is production centre, service sector, academic, agriculture, sports, tourism and eco system management etc.

The people engaged in academic sector have become exposed to prove themselves for sustaining development and those who are balanced in meeting out their corporate as well as social responsibility effectively, they are really enjoying the life with full job satisfaction and professional edge.

However those who are emotionally and socially imbalanced are failed to manage both responsibilities are failed in their respective areas .These people are really straggling for their existence.

Table 3: Hypothesis testing, means score, Correlation showing between EI & WLB

Emotional intelligence	Work life balance	(mean score)	R ² square
High	Successfully balanced	104.38	0.767
Medium	Medium balance	78.44	0.623
Average	Average balance	82.17	0.327
Doubtful	Unbalanced	113.19	0.428

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Table- 3 this table reflects that the mean score of highly EI employees and successfully balanced employees is 104.38 and they are perfectly positively related having R value 0.767 where as those employees with medium EI and medium WLB having the mean score 78.44 and their R value is 0.623 the rest belong to category of average EI and WLB having 82.17 mean score R value is only 0.327only.

7. Conclusion

This research paper reflects that in global liberalized economic world EI appears as key factor for employee's stability, talent retention and sustainable development. As it appears that the high WLB is directly proportion to high emotional intelligence of employees. It means extremely high EI bearing employees are having fully WLB in their respective department and offices.

To conclude the topic it appears that the liberalization of global economy is an opportunity to country like India and its student's professionals, corporate people, professors, research scholars and social workers to get benefit of working in any corner of the world with different culture, social, religious and demographic setup. No doubt this opportunity will certainly open the doors to the highly emotionally competent talented group to work effectively in cultural diversity and side by side have the opportunity to adopt cross cultural integrity for global peace prosperity and brotherhood.

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