



Study on the Relationship between Emotional Intelligence and Work Attitude of Employees with Reference to Vadodara City

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ABSTRACT:

The purpose of this study was to look at the link between emotional intelligence and work attitude among female professionals. Emotional intelligence is the ability to recognize, understand, and control emotions, and it is the foundation for the social and emotional skills that are required for success in practically any work. Emotional intelligence can help you in a variety of situations. The application of its usefulness, on the other hand, has been reported most frequently in the professional workplace. The workplace would be a reasonable location for measuring and increasing emotional intelligence competencies, according to Cherniss (2000), for four reasons: Most adults spend the majority of their waking hours at work, so emotional intelligence skills are critical for success in most jobs. Employers already have the established means and motivation to provide emotional intelligence training, and most adults spend the majority of their waking hours at work.

KEYWORD: Emotional, Intelligence, Interpretation:, Pandemic

1.INTRODUCTION

Many businesses nowadays are on the verge of collapse. Employees who have been overworked, undervalued, and constantly seesawing between tiredness and terror have resulted from excessive downsizing. Workplace competition is strong, and many new hires feel compelled to use aggressive tactics to stay ahead of their peers or risk falling behind. Business leaders are starting to realize that such unpleasant feelings among their staff are not good for the company's success chances. Many people are looking for strategies to transform unpleasant feelings into positive, constructive actions. Senior management and human resources professionals can increase decision-making, problem-solving, and the ability to cope with change among employees by stressing emotional intelligence in hiring, teambuilding, and training programs.

Because individuals in emotionally intelligent businesses have more powerful connections, they have a greater chance of achieving commercial success and increasing productivity. Today's businesses must work to improve their emotional intelligence. It determines their success, if not their very survival. Traditional tests of cognitive intelligence are a poor predictor of "success." Emotional intelligence is a stronger predictor of "success" (IQ).

Individuals are motivated to develop those talents in pursuit of success and promotion, therefore the workplace is a good environment for people to build their social and emotional skills. Employers value the concept as well, because their bottom line productivity is dependent on the emotional intelligence of the entire firm. When CEOs and employees seek to improve their competencies in areas where they are weakest, the entire firm benefits, as communication and productivity improve. social abilities: - Social skills are the abilities we utilize to engage and communicate with others on a daily basis. Speech, gestures, facial expressions, and body language are examples of verbal and nonverbal communication.

Dimensions of Emotional Intelligence: - Appraisal and Expression of Emotions (own and others), Use of Emotions, and Emotional Management are the four abilities that make up emotional intelligence.

Appraisal And Expression Of Emotions: - The ability to accurately determine and express one's own emotions, as well as to be sympathetic, appraise, and express the emotions of others, is the first aspect of EI. Every person's ability to correctly detect, appraise, and communicate his or her own emotions, as well as the emotions of others, differs. Some people are conscious of their sentiments and can communicate them, but others are unable to articulate their feelings and emotions or are completely unaware of their emotions.

Use the emotions: - : Another issue is the individual's capacity to use emotions to aid cognitive processes. Emotions and cognitions are inextricably linked, and EI enables people to use emotions to help them process information more effectively. Emotions can be used to stress crucial issues such as choosing between competing and comparable possibilities, increasing information processing flexibility, and engaging in specific types of information processing

Regulation of emotions: - The fourth factor of EI is concerned with people's emotional regulation. People not only recognize and understand others' emotions, but they also make an attempt to control them. When compared to other people, some people are far more adept at regulating the emotional management process for themselves as well as for others.

The management of emotion: - The ability to join or un-connect himself from an emotion in a specific scenario, based on its value at the time, is known as emotion management. This can be seen in the person's ability to regulate his or her immediate impulses, postpone judgment, and then convey those judgments in a controlled and cautious manner.

Emotional Intelligence is important in the workplace.

Emotional intelligence is vital at work because it allows you to perceive, reason with, comprehend, and regulate your own and others' emotions. Being able to manage emotions allows you to lead and assist others, as well as make you happier and more successful.

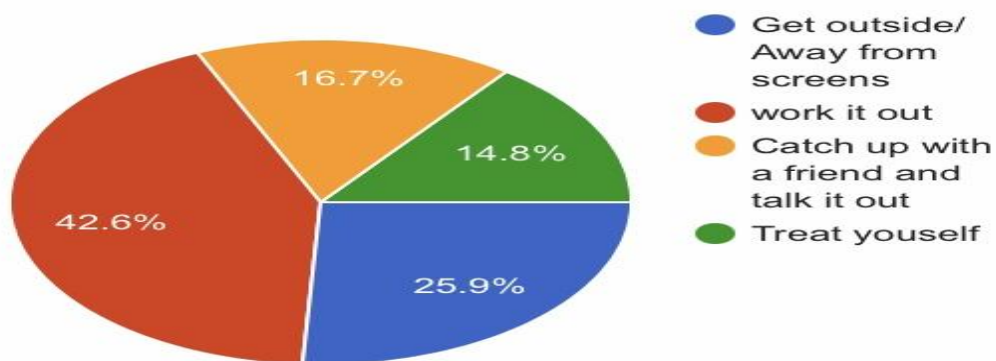
2.LITERATURE REVIEW:

- Afsheen Fatima, Rabia Imran, and Arshad Zaheer • LITERATURE REVIEW: Job satisfaction is vital to retain and attract talented people, according to Emotional Intelligence And Job Satisfaction Mediated By Transformational Leadership, World Applied Sciences Journal 10(6) 612-620 2010. Employees that are dissatisfied are usually emotionally and mentally detached from the organization, become less devoted, and depart on a regular basis.
 - Seyyed HosseinMousavi, Saeed Yarmohammadi, Ayoub Bani Nosrat, Zabiholah Tarasi, Seyyed Hossein Mousavi, Saeed Yarmohammadi, AyoubBaniNosrat, ZabiholahTarasi, Seyyed HosseinMous The link between emotional intelligence and physical education instructors' work satisfaction 0976-1233 is the ISSN number for this journal. CODEN (UNITED STATES): ABRNBW investigates the link between emotional intelligence and its five components, as well as physical education teachers' job happiness.
 - SMyed Farhat Ali, Gupta Barkha, Dubey Godulika, and Lad Kamna (Gill andip, SMyed Farhat Ali, Gupta Barkha, Dubey Godulika, and Lad Kamna) ISCA Journal of Management Sciences, Emotional Intelligence as a Predictor of Job Satisfaction among the Faculty of Professional Institutes of Central Indian City, Indore,
 - The Role of Emotional Intelligence in the Career Commitment and Decision-Making Process, by Chris Brown, Roberta George-Curran, and Marian L. Smith
- Emotional intelligence, as measured by the Empathy, Utilization of Feelings, Handling Relationships, and Self-Control factors, is positively related to career decision-making self-efficacy, and the Utilization of Feelings and Self-Control factors are inversely related to vocational exploration and commitment, according to JOURNAL OF CAREER ASSESSMENT, Vol. 11 No. 4, November 2003 379–392.
- Hosseinzadeh, MasoudYousefzadeh, Habib Allah Mashaikhi, The Relationship Between Emotional Intelligence and Employee Organizational Commitment (Hosseinzadeh, MasoudYousefzadeh, Habib Allah Mashaikhi). In the 2010-2011 American Journal of Scientific Research ISSN 2301-2005 Issue 63(2012), pp. 148-152, the Welfare Organization in the West Province of Mazandran stated that there is a positive and significant relationship between emotional intelligence and organizational commitment of the employees of the Mazandaran province's welfare organization, and that the variables of (adjustment, inter individual skills, and stress control) are appropriate predictors for this relationship.

How do you de stress after a bad day at work?

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54 responses



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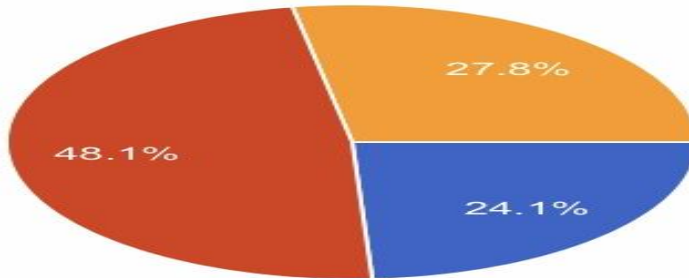
54 responses



- work pressure
- family problem
- lack of interest

When you are emotionally weak due to either of the reason then how does it affects your work?

54 responses



- increased arguments with colleagues
- Lack of concentration in work
- no, it does not affects my work

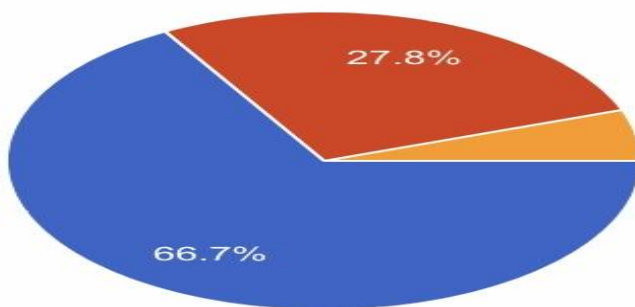
When you are emotionally weak due to either of the reason then how does it affects your work?	Increased arguments with colleagues	Lack of concentration in work	No, it doesn't affect my work
(%)	24.1	48.1	27.8

Interpretation:

Most of them believed that they suffer from lack of concentration in work when they are emotionally weak whereas 27.8% believed that being emotionally weak doesn't affect their work and 24.1% believed that they get into argument with colleagues

Age

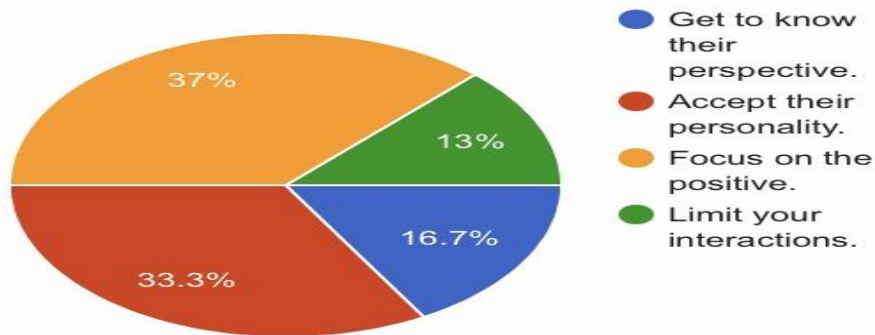
54 responses



- 18-25
- 26-35
- 36-50

How do you respond when a co worker challenges you either in positive or negative way?

54 responses



How do you respond when a co worker challenges you either in positive or negative way?	Get to know their perspective	Accept their personality	Focus on the positive	Limit your interactions.
(%)	16.7	33.3	37	13

Interpretation:

37% and 33.3% respondents believe that they focus on the positive and accept their personality respectively. Whereas 13% limit their interactions and 16.7% try to understand their perspective.

CONCLUSION:

The emotions of individuals have intensive effect on their behaviour. Organisations' growth and success is dependent on the strength and performance of their workforce to a great extent. Ordinarily, employees exhibit positive as well as negative emotions at workplaces and these have great impact on the resultant outcomes as positive or negative respectively. Having a deep understanding and control over one's own emotions and understanding others' emotions is very vital for successful work relationships and creating a conducive work environment. This study tries to investigate the relationship between Emotional intelligence and job performance. And the result also justified that there is a positive and strong correlation between emotional intelligence

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