



## **A study of Emotional Intelligence of college students**

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### **Abstract**

Emotional Intelligence is a relatively new concept. Formed in the 1970s via the work of three psychologists: Peter Salovey, Howard Gardner and John M. Mayer. In 1985, Wayne Leon Payne's PhD dissertation, "A Study of Emotion: Developing Emotional Intelligence," introduced EI. A key part of his dissertation on emotional intelligence was the development of a framework for individuals to use in order to increase their emotional intelligence. Emotional intelligence may be learned, according to Payne, who claimed that many contemporary civilization's ills arose from a lack of emotional expression. Daniel Goleman, the author of the groundbreaking book on the topic, was the first to use the term. He wrote it alongside Tara, his wife, after going through a slew of stressful meetings together at work.

**Key Words:** Emotional, Intelligence, learned, Employees, Intelligence etc.

### **Introduction**

*“Emotional Intelligence is the ability to sense, understand, value and effectively apply the power of emotions as a source of human energy, information, trust, creativity and influence”*

**-“DANIEL GOLEMAN”**

A combination of cognition and affect, or intellect and emotion, is required for Emotional Intelligence (EI). Emotional intelligence refers to one's capacity to recognise, regulate, and analyse one's own feelings and emotions. It's possible to learn and improve emotional intelligence, according to some studies, while others argue that it's an inborn trait. Emotional intelligence may be measured by a variety of instruments, each with its own unique content and technique. Employees with high levels of emotional intelligence are better able to communicate themselves and understand the feelings of others with whom they work, which leads to better working relationships and better results. It's not about being a wimp when it comes to EQ! To be emotionally intelligent is being able to utilise your feelings to guide your decision-making in the present moment, giving you more mastery over your own behaviour and the influence you have on others around you. We



can utilise our emotions to solve issues more effectively when we have high levels of Emotional Intelligence. There is a good chance that general intelligence and emotional intelligence are intertwined. People that are emotionally intelligent know how to identify, use, comprehend and regulate their own emotions.

**Need For The Study**

Emotional Intelligence helps workers become more self-aware, more creative, more tolerant, more trustworthy, and more effective in their jobs. "Strategic leaders in companies are often those who have a high level of emotional intelligence." As a result, emotional intelligence has become a key factor in the selection of a successful employee and has a positive impact on productivity and trust across the firm.

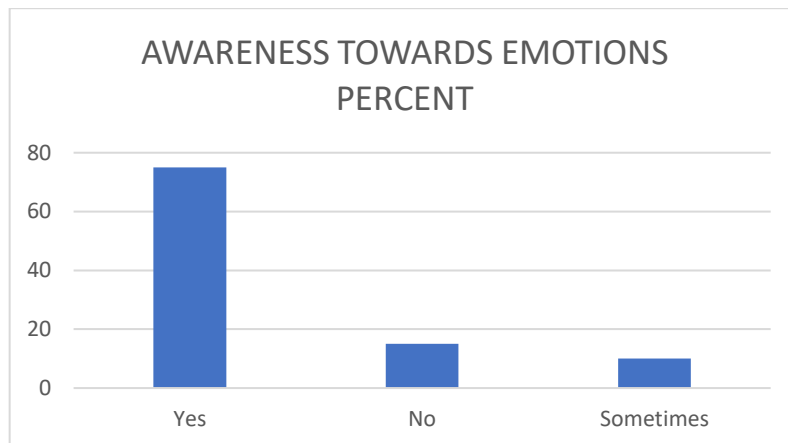
**Research Methodology**

For the research, relevant data was gathered from sources including primary and secondary sources. The data was gathered from 100 people inside the company using the random sample approach. The information was gathered using a two-part structured questionnaire. According to the first portion of the questionnaire (i.e. revealing one's personal traits), respondents were requested to provide information on one's age, education, income, and marital status. Research reports, journal papers, and other secondary sources were used to compile the data.

**Employees Awareness Towards Emotional Intelligence**

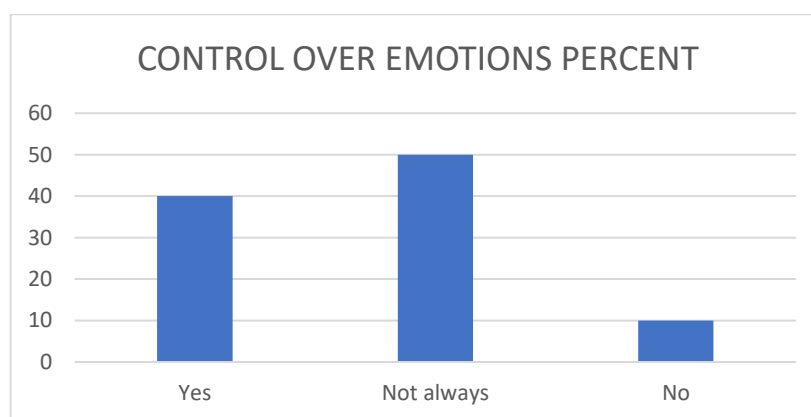
Many individuals have lost touch with their deepest feelings, including those of rage, grief, terror, and pleasure. You may have been trained to suppress your emotions as a youngster because of unfavourable experiences. When it comes to emotions, it's not possible to evade, deny, or suppress them completely. Even if we don't see them, they're still there. We can't comprehend ourselves or others well if we don't have a good grasp of our own emotional needs and wants. An employee's knowledge of their emotional state at work is a need in numerous settings. The following are the outcomes.

	<b>PERCENT</b>
Yes	75
No	15
Sometimes	10



“When it comes to understanding their emotions, 75 percent of workers are able to identify and grasp the source; 15 percent have no idea why they're feeling this way, and 10 percent can only comprehend it at times”.

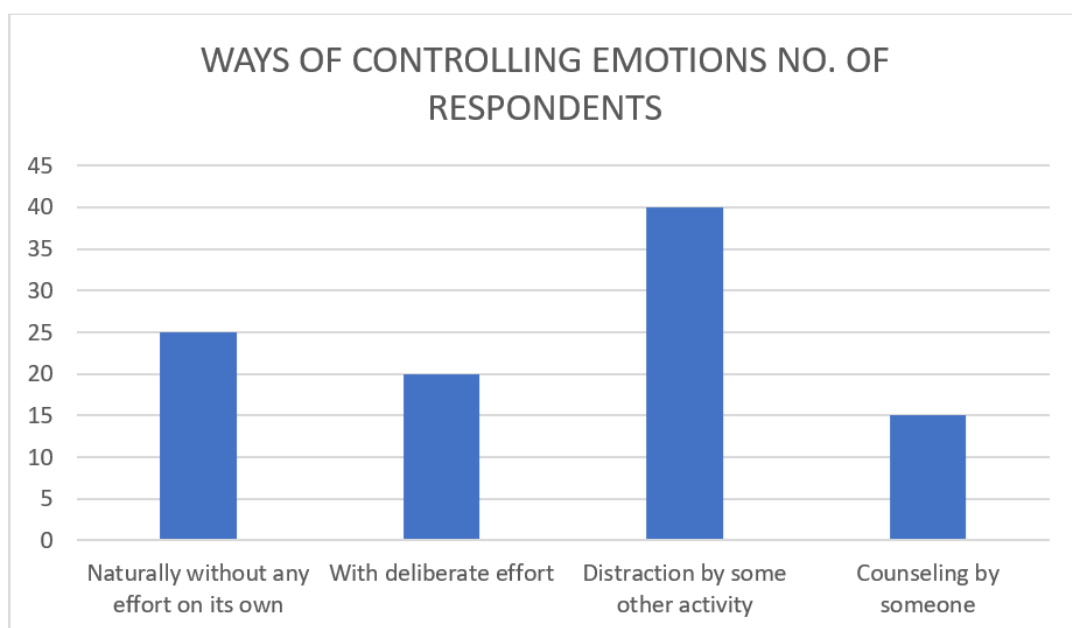
CONTROL OVER EMOTIONS	
	PERCENT
Yes	40
Not always	50
No	10



“50% of workers have difficulty managing their emotions, 40% of respondents are able to regulate their emotions, and 10% of respondents are unable to control their emotions at all”.

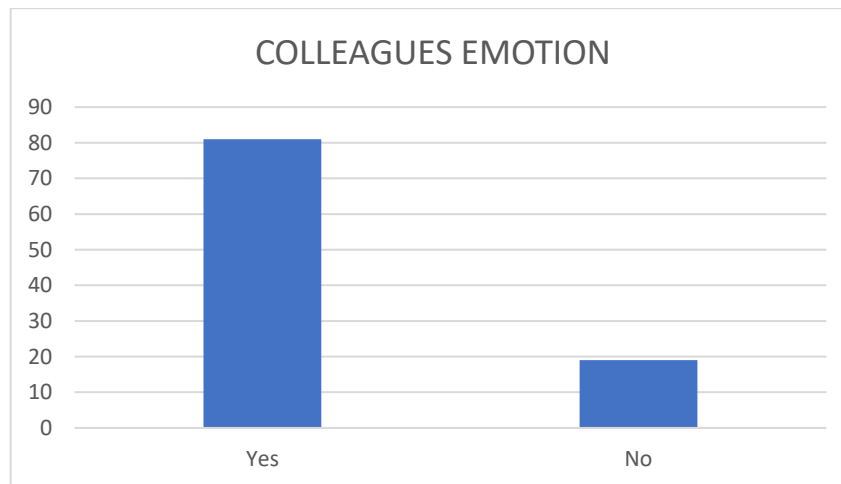


WAYS OF CONTROLLING EMOTIONS	
	NO. OF RESPONDENTS
Naturally without any effort on its own	25
With deliberate effort	20
Distraction by some other activity	40
Counselling by someone	15



“40 percent of workers manage their emotions mostly by engaging in another task or by being too preoccupied, whereas 20 percent of employees manage their emotions involuntarily and consciously. 15 percent of workers manage their emotions by seeking therapy from a third party”.

COLLEAGUES EMOTION	
	NO. OF RESPONDENTS
Yes	81
No	19



“Workers comprehend 81 percent of their colleague's emotions, whereas just 19 percent of employees don't”.

### Conclusion

Emotional intelligence is critical in the job. We now have a better understanding of the many factors that lead to emotional responses, and we can better control those reactions thanks to this study. Human resources professionals must be able to control their own and their colleagues' emotions if they are to be successful. This technique has several advantages, including increased devotion, production, and efficiency, as well as the retention and motivation of top employees. Emotional intelligence and work-life balance are the building blocks of organisational success and competitive advantage, according to this study. It is your responsibility as a manager to appreciate the value that employees bring to the company and to make sure that they are treated as such. There should be increased emphasis on teamwork at work, and individuals should be empowered to take more ownership of their work responsibilities as a consequence. Having high levels of emotional intelligence has several advantages, including increased adaptability, empathy for workers, leadership qualities, group rapport, participative management, decision-making, and understanding among colleagues. A high degree of emotional intelligence is now required by most employers in order to assist employees cope with the stresses of the workplace and be more productive.

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