



EXAMINING THE INFLUENCE OF EMOTIONAL INTELLIGENCE ON WORK-LIFE BALANCE AMONG WOMEN FACULTY MEMBERS: A STUDY OF HIGHER EDUCATION INSTITUTIONS IN COIMBATORE DISTRICT

Dr.K. Sarulatha¹, Mrs. P. Nirmala Shiny²

¹Associate Professor, School of Management science

Sri Krishna Knowledge Foundation Deemed to be University, Coimbatore-641008

²Research Scholar, Department of Management Science, Sri Krishna Arts and Science College, Coimbatore-641008

ABSTRACT

The present study was conducted among women teaching faculties of arts and science college in Coimbatore district. This study was undertaken to find out the level of emotional intelligence and work life balance of the respondents. The excellence in the performance of the work is achieved at the cost of balance between work life and personal life. Emotional intelligence play a vital role in faculties to shape up the students. Faculties with good emotional intelligence will create a good learning environment that encourages positive social interaction, motivation and creates positive attitude to the students. The study established that the faculty members with high Emotional Intelligence level would plan their work properly and balance their work.

KEYWORD: Emotional Intelligence, Work life balance, social interaction.

INTRODUCTION

Emotional Intelligence plays an important role in life of human and it contributes to the personal growth and social development of an individual person. The success of any person depends upon on how he/she was grown up and how he/she was taught in his/her school life and college life. Several studies have proved that there is a direct impact on behaviour of teachers working in an educational institution. Teachers with well-developed emotional intelligence skills are also more likely to be content and effective in the life of humans in mastering the habits of mind, way of behaviour that foster their productivity. Thus emotional skills occupy an essential role in improving the performance of an individual in many aspects of the human such as career prospects in organizations, employment, consulting centres and psychological health centres in and across the world. Emotional Intelligence has received much attention from all walks human life. There is something beyond the intellectual capacity, which determines the success of a person.

Need of the Study

Teachers face many critical situation and stress in everyday life. Only their emotional intelligence can create a good environment and learning aspects to the students. The well being of the student depends upon how teachers behave to them in their toughest way. The positive impact of the student deals a challenging in today's life.

Objectives of the study

1. To measure the level of emotional and work life balance of women faculties working in arts and science college
2. To find out the association and relationship between emotional intelligence and work life balance of the respondents
3. To offer suitable suggestions to enhance the emotional intelligence and work life balance based on the results of the study.

REVIEW OF LITERATURE

In recent years, academic industry has turned into double loop learning which entails adaption of goals and decision-making in lights of experience which are indispensable to meet needs and prospects of students / learners, parents and community. The devotion of teaching professional's was influenced by their individuality and performance.

Sachin Gupta (2014) Emotional Intelligence is a set of qualities and competencies that captures a broad collection of individual skills and dispositions, usually referred to as soft skills or inter and intra-personal skills, that are outside the traditional areas of specific knowledge, general intelligence, and technical or professional skills. Emotions are an intrinsic part of our biological makeup, and every morning they march into the office with us and influence our behaviour. Work-Life Balance is a challenging issue for IT leaders, managers and has also attracted the attention of researchers. Work/life balance, in its broadest sense, is defined as a satisfactory level of involvement or 'fit' between the multiple roles in a person's life. In this climate managing the boundary between home and work is becoming more challenging. Organizations need to ensure they not just encourage but mandate a practical and workable work/life balance policy, benefiting and meeting the needs of both the organization and its employees. This term paper is through light on impact of emotional intelligence on performance of employees and the next objective is to know how to become an EI organization.



T. Ravikumar (2014) Emotional intelligence (EI) is the ability to monitor one's own and other people's emotions, to discriminate between different emotions and label them appropriately, and to use emotional information to guide thinking and behaviour. Work-life balance is a concept including proper prioritizing between "work" (career and ambition) and "lifestyle" (health, pleasure, leisure, family and spiritual development/meditation). The ways in which corporations especially Information Technology companies have modeled the "ideal worker" does not compliment the family lifestyle, nor does it accommodate it. Long hours and near complete devotion to the profession makes it difficult for working mothers to participate in getting ahead in the workplace.

Salmani, (2013) Quality of work life is the employees' reaction with regard to their job, particularly the individual results in job context and mental health which stress the personal results, occupational experience and how to improve one's job to meet individual needs .

HYPOTHESIS

There is a weak level of emotional intelligence and work-life balance of women faculties working in arts and science college in Coimbatore district

There is no relationship between emotional intelligence and the work-life balance of women faculties working in arts and science college in Coimbatore district

RESEARCH METHODOLOGY

Quantitative and Correlation study where the survey techniques used in data collection. A sample of 320 respondents were chosen from various colleges in Coimbatore district.

RESEARCH DESIGN

The questionnaire was developed based on Emotional intelligence and work life balance with relevant demographic measurement of the respondents. The Emotional Intelligence consist of 5 factors where each factor contain 5 relevant statement to the theme. The second variable Work life balance of the working women consist of 10 factors. The statement of the questionnaire is framed based on Likert scale.

DATA ANALYSIS

Table: 1 Demographic Information of the respondents

Demographic Variables	Limit	No of Respondents	Percentage
Age	25-30	66	20.6
	30-40	93	29.1
	40-50	103	32.1
	Above 50	58	18.1
Designation	Assistant Professors	180	56.2
	Professors	140	43.8
Qualification	Master degree	29	9.1
	M.Phil	100	31.2
	Ph. D/NET/SET	191	59.7
Experience	1-10 years	93	29.1
	11-20 years	110	34.4
	21-30	92	28.8
	31-40	25	7.8

Table 1 shows the demographic variable of the respondents.

Table 2 showing Relationship between Emotional Intelligence and Work life balance

Factors	R	P
Work life balance and	0.952	0.01

The above table shows that there is a strong significant correlation between Emotional Intelligence and the Work life balance of the respondents. There is appositve correlation coefficient which shows that there is a strong relationship between them. The higher the scores in Emotional Intelligence higher the working life balance of the respondents.

**Table 3 showing Relationship between Dimensions of Emotional Intelligence and Work Life Balance**

Dimensions	N	R	p
Official Provision	320	0.841	0.01
Policies	320	0.847	0.01
Support	320	0.827	0.01
Workload Management	320	0.722	0.01
Work Expectations	320	0.867	0.01
Work place satisfaction	320	0.699	0.01
Societal Support	320	0.856	0.01
Child care	320	0.862	0.01
Self-management	320	0.901	0.01
Personal Life Expectations	320	0.856	0.01

Table 3 showing the relationship between the dimension of emotional intelligence and work life balance of the respondents. The statistics values show that there is strong significant relationship between the Emotional Intelligence and Work life balance.

Table 4 showing correlation between Dimension of Emotional Intelligence with Work Life Balance

Sub factors of EI	Work- Life Balance		
	N	r	P
Emotional Self-awareness	320	0.754	0.01
Self- Management	320	0.856	0.01
Social Awareness	320	0.868	0.01
Relationship Management	320	0.896	0.01
Self- confidence	320	0.906	0.01

Table 4 shows about the co-relation between the dimensions of emotional power and work- life stability of the respondents. All the above sub factors have a significant correlation with Work-life-balance.

DISCUSSION

The primary aim of the study is to investigate the level of Emotional Intelligence with the Work life balance among women faculty working in arts and science college in Coimbatore district. It was found that higher the Emotional Intelligence the higher the work life balance among the respondents.

FINDINGS

The finding of this study shows that all the sub factor of Work life balance have a strong correlation with Emotional Intelligence. The result shows the strong relationship of workplace satisfaction, self- management and institutional support with Emotional Intelligence. Those who possess a high level of Emotional Intelligence rarely confronted with stressful situations. Emotional Intelligence levels possess a high level of motivation and interest in their work. Handling relationships, finally able to handle relationship at work in home and work in college are successful being Emotional Intelligence. People with higher Emotional Intelligence are able to manage both work related in handling students, management and at home with spouse, parents, friends and relatives in successful manner. Self confidence and relationship management also plays a significant role in work balance and it is maintained a integral role in service organization where the quality is associated with service as Emotional Intelligence strengthens individuals to exhibit constructive behaviour with co-workers, subordinates, managerial hierarchy.

CONCLUSION

Balancing both work life and personal life is an interesting debate among many researchers. This aspect has posed a serious challenge to employees as to how to manage their respective personal and professional life. To increase the better productivity, efficiency, and commitment of employee's organizations will have to introduce WLB policies within their confinements. The study concluded that there is a strong relationship exists between EI and WLB. All the sub-factors of EI are strongly correlated with WLB. High-level emotional intelligence persons manage and understand their own emotions as well as that of others in a better manner that leads to better performance. It is a better way to provide better work and life balance. Therefore, it is recommended that employees may be engaged in training related to the theory and practice of EI so that they may utilize the same for the management of conflicting situations. Emotional intelligence is an ability that can be developed through training.

Furthermore, social support may be applied as a tool for reducing stress especially in women, which empowers the latter in properly handling WLB together with familial duties. Other members of the household may extend moral support to the working women by helping them in the fulfillment of their routine life tasks. The working females may be assisted in terms of monetary support and emotional care. In the case of married working females, the role of the husband is of integral importance who may extend every possible support to the wife for achieving and maintaining a better level of WLB. Hence a sense of co-partnership between the husband and the wife may be ensured to avoid role-conflict etc.



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