



Impact of Emotional Intelligence on Women Lawyers in Coimbatore District

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ABSTRACT

Emotional Intelligence is a vital factor dependable for influential success in life and emotional well being. It seems to play a significant role in determining the interface between individuals and their work environment. This paper critically reviews the ideas and empirical evidence in support of Emotional Intelligence (EI) and its claimed role in the work-related environment. The purpose of this study is to identify the variables that influence the EI of women lawyers in Coimbatore District. This paper investigates the ways in which EI contributes all round individual development and enhancement in organizational efficiencies. The Emotional Intelligence (therefore will be termed as EI) is one, which has been taken into concern in order to make the lawyers work more efficiently.

KEYWORDS : Emotional intelligence, Lawyers, Productivity, Women

Introduction:

A study on essential, Emotional Intelligence was carried out among the women lawyers in Coimbatore District. The study aims to recognize the issues influencing EI. India has the second largest number of lawyers in the world next only to USA. There are approximately one million lawyers in India.

The formation of legal services as a 'dignified profession' rather than services resulted in formulation of strict and preventive rigid machinery. These rules have been acceptable on the basis of public policy and 'pride of the profession'. The courts have reinforced these values: Law is not a business, not goods, and so the heaven of profitable competition should not vulgarize the legal profession. Though, in the recent years courts have documented 'Legal Service' as a 'service' provided to the customers and have held that lawyers are answerable to the clients in the cases of shortage of services.

The Legal Profession is a vital branch of the mechanism for management of justice. Without a disciplined profession of law, the courts would not be in a situation to manage honesty efficiently as the confirmation in favors or against the parties to a case cannot be accurately organized, facts cannot be correctly expressed and the finest legal opinions in support or against the case of the parties cannot be put forth in the court.

Emotions are deep feelings that are directed towards someone or something, and are believed to be important features in lawyer's performance. Emotional intelligence represents a capability to reason with emotions and to use emotions to increase thinking. Emotional intelligence is the innate potential to experience, utilize, converse, identify, gain knowledge, handle and know emotions.

Review of Literature

Parminder Walla and Paramjitkaur Tuls (2008) found that, EI is the determinant of an individuals' success at workplace. EI is the capability to handle and use emotions in optimistic and productive ways. On considering satisfaction and success at work, EI in the workplace has four main components namely: self-awareness, self-management, social awareness, and relationship management.

Mayer, J.D. and Salovey. P. (2004) recognized four different features of EI, the awareness of emotion, the capability to reason using emotions, the ability to recognize emotion, and the capacity to handle emotions. Emotional intelligence is termed as subset of social intelligence that entails the ability to observe one's own and other's feelings and emotions, to distinguish among them and to use this information to direct one's thoughts and actions.

Mathews, Zeidner and Roberts (2002) explained EI as, capability such as being able to inspire one set and endure in the vent of distur-

bance, to control desire, postpone indulgence, to control one's frame of mind and keep agony from inundating the capacity to think, to understand and to trust. EI is known as mixed model in that, it captures unfavorable collection of psychosomatic phenomena, such as EI having an advanced analytical strength for performance in the work place than usual measures of intelligence.

R.J. Strenberg (2000) explained, the capability, competence ability or, in the case of the attribute EI model, a self-perceived skill to recognize, controls and evaluates it. Various models have been projected for this reason. On the other hand discrepancy survives as to how the word should be used; EI can be used either for a good purpose or bad purpose.

Barling, Slater, and Kelloway (2000) say that, EI encompasses live distinctiveness, namely: understanding one's emotions, knowing how to handle them, emotional self-control, which includes the capacity to postpone gratification, understanding other's emotions or empathy and administering relationships.

With these ideas resulting from some of the earlier studies, this study was conducted with the following objectives.

3. Objectives of the Study

The objectives of the study are:

- To find out the relationship between demographic variables and EI.
- To measure the impact of EI on productivity of lawyers

4. The Methodology

The study was conducted among the women lawyer's in Coimbatore District. A descriptive research was carried out in Coimbatore. Interview schedule was used to collect the data regarding EI of women lawyers. A structured questionnaire enquiring the factors of EI like self-awareness, self-esteem, self motivation, work efficiency, self control, emotional self knowledge and empathy was used to collect primary data. The secondary hand information was gathered from books, journals and web references. The sample size was 100 respondents. Population includes the women lawyers of Coimbatore and convenient sampling was adopted.

5. Framework of Analysis

The data that was collected was analyzed using Percentage analysis and Multiple regression Analysis.

5.1 Percentage Analysis of Constructs Used In the Study

The following describes the percentage analyses of the various factors and their constructs used in this study.

“Table 1 about here”

Result:

Table 1 shows the cumulative percentage analysis of the women lawyer's opinion towards emotional intelligence. On examining the above table, for the first variable self-awareness, majority of the respondents have opted 'agree' option. For the second variable self-esteem, most of the respondents' have chosen 'disagree' category. For the third variable self motivation, most of the respondent's opinion was 'disagree'. For the fourth variable work efficiency, majority of the respondents have opted 'agree' category. For the fifth variable self control, 'strongly disagree' was major respondent's option. With regard to Emotional self knowledge, which was the sixth variable, most of the respondents' choice was 'agree'. With regard to the last variable empathy, most of the respondents' option was agree.

5.2 Multiple Regression Analysis

In the following analysis, the relationship between the perception among the woman law professionals' towards their EI and thirteen demographic factors were studied. It was found that out of thirteen, ten factors were closely associated with EI by the selected sample respondents.

In order to measure the interdependence of demographic factors and their perception towards EI, the results were subjected to multiple regression analysis. The results of multiple regression analysis are shown in Table No. 2

“Table 1 about here”

The multiple linear regression co-efficient (dependent variable) is found statistically a good fit as R² is 0.741. It shows that independent variables contribute about 74.1 per cent of the variation in the EI felt by the selected sample respondents and this is statistically significant at 1% level.

The table indicated that the co-efficient of Age, Economic Class, Separate office, and Supervise are positively associated with EI. On the other hand, the co-efficient of No. of Children, Annual Income, Current Position, Experience, field of law and work setting are negatively associated. The other three variables Marital Status, Family member in Legal Profession and No. of Cases handled are not significantly related to the dependent variable. Further, it indicated that the contribution of Age, Economic Class, Separate office, Supervise, No. of Children, Annual Income, Current Position, Experience, field of law and work setting are statistically significant implying that their influence on EI is stronger than the other variables.

Thus from the above analysis, the following observation could be made. Perception on EI is associated and greatly predicted by Age, Economic Class, Separate office, Supervise, No. of Children, Annual Income, Current Position, Experience, field of law and work setting in the study sample.

7. Suggestions

Various training and counseling programs have to be organized by the Bar Council to build Emotional Intelligence and psychological stability and of women lawyers. Thus, training programs facilitate women lawyers to work as a team, with honesty and enhances self – mastering skills, and also improves personal clarity that values a person in workplace. Such trainings will aid the women lawyers in taking up

responsibilities at work voluntarily. Working out in emotional intelligence increases decision-making skills, team building and competency at all levels. Women lawyers will be aware of their own emotional problems and learn to control them, workplace will become not only more satisfying, but more dynamic.

8. Conclusion

EI is a vital feature of physical and mental health. It is a major component in an individual's achievement, personal life, physical fitness, self esteem and vision. This study was done among women lawyers in Coimbatore District to identify the level of EI of the lawyers. EI not only makes difference in an individual but also helps to retune the work environment as a whole. It can be concluded that, when a lawyer is emotionally strong, it reflects in her productivity. Thus, it is essential for an individual to be emotionally fit. Therefore, EI of the lawyers are found to have a direct relationship with their productivity.

Tables:

Table No. 1 Percentage analysis of EI factors

| S.NO | Variables | NO | SD | D | NA/ND | A | SA |
|------|--------------------------|-----|----|----|-------|----|----|
| I | Self-awareness | 100 | 6 | 25 | 23 | 46 | - |
| II | Self-esteem | 100 | - | 52 | - | 45 | 3 |
| III | Self motivation | 100 | 3 | 60 | - | 25 | 2 |
| IV | Work efficiency | 100 | 23 | 25 | - | 48 | 4 |
| V | Self control | 100 | 30 | 9 | 14 | 23 | 24 |
| VI | Emotional self knowledge | 100 | - | 5 | 45 | 47 | 3 |
| VII | Empathy | 100 | - | 8 | 43 | 45 | 4 |

Table No.2 Multiple Regression Analysis – EI

| Emotional Intelligence | Un-standardized Coefficients | | Standardized Coefficients | t | Sig. |
|----------------------------|------------------------------|----------------|---------------------------|--------------|------|
| | B | Std. Error | Beta | | |
| (Constant) | 3.274 | .188 | | 17.397 | .000 |
| Age | .110 | .040 | .111 | 2.783 | .005 |
| Marital Status | -.031 | .031 | -.025 | -1.006 | .315 |
| No. of Children | -.097 | .042 | -.059 | -2.317 | .021 |
| Family in Legal Profession | .016 | .042 | .009 | .377 | .706 |
| Economic Class | .161 | .031 | .182 | 5.250 | .000 |
| Annual Income | -.104 | .033 | -.143 | -3.192 | .001 |
| Current Position | -.112 | .026 | -.109 | -4.315 | .000 |
| Experience | -.245 | .049 | -.148 | -5.059 | .000 |
| No. of Cases handled | .045 | .047 | .024 | .946 | .345 |
| Separate office | .063 | .010 | .165 | 6.357 | .000 |
| Supervise | .186 | .017 | .320 | 10.926 | .000 |
| Field of Law | -.059 | .017 | -.102 | -3.567 | .000 |
| Work Setting | -.068 | .016 | -.121 | -4.207 | .000 |
| Regression Summary | R | R ² | F | Significance | |
| | .824 | .741 | 41.964 | 1% Level | |

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