



A Study on Emotional Intelligence in Gomathy Spinners Private Limited

KEYWORDS

Emotional Intelligence, Importance of Emotional Intelligence, Effects of Emotional Intelligence, Gomathy Spinners Pvt Ltd

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ABSTRACT *The present world demands higher level of interrelationship, mutual understanding and greater productivity at work place. A good knowledge about other emotions and an ability to manage them can help a person to gain a success and satisfaction in his work. In order to develop some aspects of emotional intelligence in one person, at first base we need to measure persons emotional intelligence, after that we are able to strengthen his weakness. The present study deals to analyze the relationship between emotional intelligence and demographic variables of the employees in Gomathy Spinners Private Limited and we conclude that the null hypothesis that no single variable or a set of variables include in the study do not significantly exert their contribution to emotional intelligence is rejected.*

Introduction

In this era of globalization where there is high culture, scientific, economic and social exchange, the success of a person depends on many personal factors. This includes attitude, parental support, good education, social network, financial support and so on. When the root causes for this was searched, it points towards emotional intelligence. It is the ability to manage emotional intelligently. Emotional intelligence is a set of acquired skills and competencies that predicts positive outcome at home with one's family, in school and at work. Emotional intelligence is a set of capabilities that help in personal or professional relationships with others to establish friendly and with tolerance. Emotional intelligence has been found to be an important predictor of various enviable organizational outcomes, such as job performance and satisfaction, organizational citizenship behavior and commitment.

Importance of Emotional Intelligence

Studies have shown that people with higher level of emotional intelligence have higher self confidence, more concentration, and are more successful in their job. They are also more effective in the emotional intelligencer leadership style and have greater impact on their staff to motivate them and they are healthier. Totally great performance and intelligence quotient increase income and reach organizational goal. Now a day's people especially in the work place are more evaluated by new criteria, not only with their years of experience, or how much training they have had, or their college shiny marks but they would also be assessed by the quality of handling relations between themselves and other.

Effects of Emotional Intelligence

Emotional labour can be particularly detrimental to the employee performing the labour and can take its toll both psychologically and physically. Employees like our friend Ruth may bottle up feelings of frustration, resentment, and anger, which are not appropriate to express. These feelings result, in part, from the constant requirement to monitor one's negative emotions and express positive ones. If not given a healthy expressive outlet, this emotional repression can lead to a syndrome of emotional exhaustion and burn out. As well, inhibiting emotions can lead to aversive physiological and physical outcomes through a complex process that ultimately weakens our immune system. Adverse health outcomes that can result from non expression of negative

emotion include serious disorders such as hypertension and cancer, and less serious but nonetheless potentially debilitating symptoms such as sleeplessness and fatigue.

Review of Literature

Manjunath Suma (2012), found that emotional intelligence may be the missing link that unites conventional "can do" ability. Those with strong emotional intelligence have more productivity, creativity, self - esteem and self – confidence and make more effective business leaders but a problem with our current education system is over emphasis on IQ.

Jeya Amantha Kumar and Balakrishna Muniandy (2012) proved that the levels of emotional intelligence among lecturers improved with age, teaching experience, grade and education where else gender and prior working were not contributing factors.

Abi Ealias and Jijo George (2012) identified that there is a very high positive relationship between emotional intelligence and job satisfaction. It also shows that designation of the employee doesn't affect his job satisfaction and emotional intelligence. However, experience and marital status has significant effects on the two concepts.

Shirin Rahgozar and Amir Arash Motahari (2011) in their study they said that subjects with suicide trial records had less emotional intelligence and control which calls for needs for them to undergo rehabilitation programs.

O.A.Afolabi and R.K.Awosola (2010) in their results show that the police officers who are of high emotional intelligence are more satisfied and perform better than the police officers who are of low emotional intelligence.

About Gomathy Spinners Private Limited

Gomathy Spinners Pvt Ltd, was established in the year 1980 as a partnership firm at Bangarupalyam in Chittoor District of Andhra Pradesh. The Firm has factories at Bangalore, Chennai, and Andhra Pradesh with about 6000 spindles. The company is promoted by "Gomathy Group" and all its promoters come from a facility, which have a strong linkage to textile and has around 5 decades of experience in running spinning mills.

Objective of the Study

- To study the emotional intelligence of the employees in Gomathy Spinners Private Limited.

Research Methodology

A questionnaire has been prepared to collect the necessary information from the employees. A sample of 120 respondents has been collected from the data. The questionnaires were selected in order to establish a better understanding between the employees and researcher using the stratified sampling method. The questionnaires consist of 68 questions and care was taken to see that the information gathered was valid and reliable and later we are calculated t-test, F-test, correlation and regression analysis.

Results and Discussions

Correlation is a tool of ascertaining the degree of relationship between two variables. The objective of regression analysis is study nature relationship, between the variables. The cause and effect relation is clearly indicated through regression analysis is employed in the present investigation to predict the dependent variables with the help of independent variables with the help of independent variables. The prediction of emotional intelligence scores(EI) and the relative contribution of various variables namely age, gender, marital status, caste, family size, educational qualification, job designation, experience and salary on the dependent variable(EI) is studied. The influence of 'demographic variables' on emotional intelligence is investigated through step-wise multiple regression analysis. The following hypothesis is framed.

It is seen from the table-1 that the first variable entered into the step-wise regression analysis is Age (A). The multiple correlation(R) obtained is 0.396. It implies that the strength of the relationship between the two variables (EI&R) is about 39 percent. It could be seen that R is significant F (22.0543) beyond 0.01 level of significant for 2 and 117 df. The critical value of 'F' is 3.85 at 0.05 level and 6.66 at 0.01 level for 2 and 117 df. The coefficient of multiple R² 0.15747. This shows that 15 percent of the variance in EI is accounted by A.

The standard error of multiple R (SER) is 10.73153 from this it may be inferred that nearly 68 percent of actual EI value would lie with in 10.73153 of EI value predicted with the help of this variable (A). The partial regression coefficient (B) presented in the column '7' is 6.479 unit. This value indicates that EI value would change by 6.479 units for every one unit of change in A. The 't' value for b is 4.70 which is highly significant at 0.01 level. the value of the constant that could be written to predict A at this stage is 250.0945

Table-1
Step-wise Multiple Regression Analysis

Step No	IV(VN)	R	R ²	SER	F value for R	B(VN)	't' value for b	constant	B	r	% variance
1	2	3	4	5	6	7	8	9	10	11	12
1	Age	0.396	0.157	10.731	22.0543 (2,117)	+6.479	4.70**	250.094	0.396	0.397	15.747
2	Gender	0.519	0.269	10.075	14.299** (3,116)	+6.660 +6.054 -5.282	1.297* 2.037* 1.851*	250.221	0.407 0.236 -0.226	-0.243	16.188 5.294 5.515
3	Caste	0.594	0.353	9.608	10.289 (6,113)	6.924(1) 7.588(7) -5.825(2) -4.039(9) 2.95(5) 1.83(4)	5.03 3.64 3.25 2.77 2.95 1.83	253.079	0.424(1) 0.296(7) -0.250(2) -0.246(9) 0.251(5) -0.145(4)	-0.133	16.828(1) 6.635(7) 6.082(2) -2.555(9) 6.403(5) 1.931(4)
4	Family Size	0.578	0.33405	9.706	11.436 (5,114)	6.988(1) 8.217(7) -5.859(2) -3.893(9) 3.520(5)	5.02 3.96 3.24 2.64 2.60	249.240	0.420(1) 0.320(7) -0.2851(2) -0.237(9) 0.219(5)	0.254	16.985(1) 7.185(7) 60118(2) -20462(9) 5.580(5)

The general formed of multiple regression equation may be written as

$$Y=A+b_1(X_1)+b_2(X_2)+b_3(X_3)+-----+b_n(X_n)$$

Where Y is predicted score on the dependent variable; b₁, b₂, b₃,-----b_n are partial regression coefficient; X₁,X₂,X₃---X_n are scores on different independent variables and A is constant. Thus the multiple regression equation at the end of this step, could be written as

$$EI=250.0945+ (6.479) A$$

Job Designation (JD) is entered in to the step wise regression analysis as the second most significant variable. The multiple correlation (R) between EI on one side and A and JD on other side is 0.467. Thus the strength of the relationship between A and the two independent variables put together is 46.70 percent .R is significant at 0.01 level (F=16.377,df=2,117)

The value of R² is 0.218 this shows that the two variables put together could explain 21.80 percent of variance in the dependent variable (EI) .out of this 5.552 percent of variance is explained by A. The remaining 16.321 percent of variance is accounted for by JD. The regression equation to predict EI with these two variables (A and JD) as predictor variables is

$$EI=242.211+6.715(A) + 6.349(JD)$$

Where 242.114 is the constant to be considered at this step 6.715 and 6.349 are the partial regression coefficient of A and JD. The 'b' values for the variables are significant at 0.01 level. There are 3 steps in this step wise regression analysis. The regression equation at the end of 3rd Step could be written as

$$EI=250.221+(6.66)(A)+(6.54)(JD)+(-5.282)(G)$$

In table-1 at the end of last (3rd) step , the value of R² is 0.269. This shows that this twelve variables put together could explain 26.9 percent of variance in the dependent variable (EI). Hence it is concluded that Emotional intelligence score could best be predicted with the help of Age, Job Designation and Gender among the demographic variables. Hence the null hypothesis that no signal variable or a set of variables include in the study do not significantly exert their contribution to emotional intelligence is rejected.

5	Designation	0.467	0.218	10.378	16.377 (2,117)	+6.715(1) +6.349(7)	5.02** 3.03**	242.114	0.411 0.247	0.224	16.321 5.552
6	Salary	0.542	0.294	9.947	12.001** (4,115)	7.755(1) 7.185(7)- 5.898(2)- 2.909(9)	5.57** 3.44** 3.18 2.00	253.670	0.475(1) 0.280(7) -0.253(2) -0.177(9)	0.104	18.850 6.283 6.159 -1.840

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