



Factorial Analysis of Emotional Intelligence in Home Based Glass Bangle Women Workers

KEYWORDS

Factor analysis, emotional intelligence, home based workers, glass bangle women worker

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ABSTRACT

'Home-based worker' are those workers who collect the work from the factories and perform the activities at their home like: bangle making, kite making, beedi making, incense stick etc.

Workers who are more emotionally intelligent promote personal growth, help in decision making and maintain balance between household chores and activities related to bangle work. The objectives of the study were: to find out the emotional intelligence level among home based women workers and to analyze the important factors of emotional intelligence among home based women workers. This study was conducted in the home based glass bangle women workers of Firozabad district (Uttar Pradesh). The population of the present study was belongs to 25-35 years of age-group. The survey was conducted on sixty subjects who were selected through purposive sampling technique. The Emotional Intelligence Scale: Indian Norms adapted by Nutankumar S Thingujam and Usha Ram (2000) was used to test the emotional intelligence. Data were analysis using SPSS (version 20). Study recognized that emotional intelligence has helped significantly manage one's emotions and other's emotions. This would promote personal growth, help in decision making and maintain balance between household chores and activities related to bangle work.

INTRODUCTION

'Home-based workers' refers to the workers, who accomplish the remunerative work within their homes. These workers live and work in 'on-the margin' survival conditions and do a variety of jobs for industry and trade like: sewing garments, bangle making, packaging and labelling goods etc. As a workforce, these workers have remained largely invisible and the most exploited group of workers today. Home-based workers are not restraining to the developing countries (India and Vietnam) only but are found in developed countries as well (Ireland and the Netherlands). It is estimated that there are over 100 million home-based workers in the world and more than half this number are in South Asia- of whom around 80% are women. Home-based workers do piecework for an employer, who can be a subcontractor, agent or a middleman.

Emotional intelligence plays an important part in forming successful human relationships. In India women are very closely associated with family and family responsibilities. The working women experience role conflict in modern situation i.e., less adjustment in family and career. **Vanitha and Barani (2012)** explored the ways in which emotional intelligence contributes all round individual development and improvement in organizational efficiencies. Those individuals who are more emotionally intelligent have much more life satisfaction, they easily manage their emotions and they are more ordered, warm, prosperous and optimistic in their daily life. **Rani and Darolia (2011)** attempted to investigate the people who have high emotional intelligence have less stress and they maintain well-being. Therefore, it seems that emotional intelligence raises the understanding and management of emotions in handling the distress at work place and family level. **Mayer and Salovey (1993)** asserted that emotional intelligence is not just positive characteristic; rather it consists of logical and emotionally diverse ability along with social intelligence. Lack of emotional intelligence could negatively affect worker's satisfaction and commitment which cause burnout, turnover, poor attitude and shoddy performance. **Walla and Tulsii (2008)** determined that emotional intelligence is the ability to manage the emotions in positive and constructive ways. It is an intellectual ability which gives satisfaction and success in work. Emotional intelligence helps the individual to overcome from emotional injury, and reduce tension and stress. It has four major components: self-awareness, self-management, social awareness and relationship management.

Thus, in the light of the above, the study of emotional intelligence of home based women workers was quite important as it allowed the

workers to respond appropriately in a variety of situations. It provides a critical edge in work, family and social awareness over inner world into focus.

Objectives

1. To find out the emotional intelligence level among home based women workers
2. To analyze the important factors of emotional intelligence among home based women workers

Methodology

This study was conducted in the home based glass bangle women workers of Firozabad district (Uttar Pradesh). Women workers in this area represents the population of the present study who were belonged to 25-35 years of age-group. The survey was conducted on sixty subjects who were selected through snowball sampling technique. The Emotional Intelligence Scale: Indian Norms adapted by Nutankumar S Thingujam and Usha Ram (2000) was used to test the emotional intelligence. Several factors may affect emotional intelligence of home based women workers. The effort was made to analyse those factors through factor analysis statistic (eigen value, per cent of variation explained, cumulative per cent of variation explained), that were significant. After factor analysis those important ten factor were categories on the bases of normal probability curve using the formula mean \pm SD. On the basis of the scores obtained the home based workers are categorized into three categories such as high, medium and low level of emotional intelligence.

Results

Table 1: Levels of Emotional Intelligence among home based glass bangle women workers

| Category of emotional intelligence | Scores | No of Respondents | |
|------------------------------------|---------------|-------------------|-------|
| | | Frequency | % |
| Low | Less than 120 | 11 | 18.33 |
| Medium | 120-154 | 40 | 66.67 |
| High | More than 154 | 9 | 15.00 |

The mean \pm SD was 137.30 \pm 16.84. Emotional intelligence scores ranged from 33 to 165. Majority of the subjects (67 per cent) had medium level (120-154) of emotional intelligence, 18.33 per cent of women workers had low level (less than 120) of emotional intelligence and the remaining had high level (more than 154) of emotional intelligence observed from the (table 1).

Table 2: Factor analysis of emotional intelligence

| S. No. | Emotional Intelligence factor | No. of Variables | Eigen Value | Per cent of variation Explained | Cumulative Per cent of variation Explained |
|---|-------------------------------|------------------|--|---------------------------------|--|
| 1 | Learning from experience | 4 | 9.409 | 28.513 | 28.513 |
| 2 | Positive attitude | 4 | 3.344 | 10.133 | 38.646 |
| 3 | Self-motivation | 6 | 2.286 | 6.928 | 45.574 |
| 4 | Perception of emotion | 4 | 2.109 | 6.391 | 51.966 |
| 5 | Empathy | 4 | 1.644 | 4.983 | 56.948 |
| 6 | Recognition of emotions | 3 | 1.330 | 4.031 | 60.979 |
| 7 | Creating good impression | 3 | 1.289 | 3.905 | 64.884 |
| 8 | Difficulty in interpretation | 1 | 1.261 | 3.821 | 68.705 |
| 9 | Management of Emotion | 2 | 1.152 | 3.492 | 72.197 |
| 10 | Creating confidence | 2 | 1.028 | 3.114 | 75.311 |
| KMO Measure of Sampling Adequacy: .598 | | | Bartlett's test of Sphericity: Chi-square value: 1295.839 | | |

Factor analysis, with varimax rotation method, was used to examine the thirty three items of emotional intelligence scale. Only factors with eigenvalues greater than 1 were considered in the analysis. The factor analysis resulted in 10 eigenvalues greater than 1, thus only ten factors were considered (table 2). Factors 1 consisted of four statements related to 'learning from experience'; factor 2 composed four items related to 'positive attitude'; factor 3 having six statements related to 'self-motivation'. Four items related to 'perception of emotions' were included in factor 4; factor 5 comprised of four statements related to 'empathy'. Factor 6 consisted of three items related to 'recognition of emotion'; three statements fell in factor 7 related to 'creating good impression'. Only one item related to 'difficulty in understanding' comes under the factor 8; factor 9 consisted of two statements related to 'management of emotions' and factor 10 have two items related to 'creating confidence'. The per cent of variation explained by these emotional intelligent factors were 28.513% (factor 1), 10.133% (factor 2), 6.928% (factor 3), 6.391% (factor 4), 4.983% (factor 5), 4.031% (factor 6), 3.905% (factor 7), 3.821% (factor 8), 3.492% (factor 9) and 3.114% (factor 10).

Table 4: Correlations among emotional intelligence scores

| variables | r value | P value |
|----------------|---------|---------|
| ei 10 vs ei 3 | .655* | .000 |
| ei 17 vs ei 3 | .662* | .000 |
| ei 22 vs ei 3 | .640* | .000 |
| ei 3 vs ei 10 | .655* | .000 |
| ei 8 vs ei 10 | .749* | .000 |
| ei 22 vs ei 10 | .604* | .000 |
| ei 23 vs ei 10 | .770* | .000 |
| ei 20 vs ei 12 | .650* | .000 |
| ei 3 vs ei 17 | .662* | .000 |
| ei 22 vs ei 17 | .659* | .000 |
| ei 32 vs ei 18 | .611* | .000 |
| ei 3 vs ei 22 | .640* | .000 |
| ei 10 vs ei 22 | .604* | .000 |
| ei 17 vs ei 22 | .659* | .000 |
| ei 23 vs ei 22 | .647* | .000 |
| ei 27 vs ei 22 | .613* | .000 |
| ei 10 vs ei 23 | .770* | .000 |
| ei 22 vs ei 23 | .647* | .000 |
| ei 30 vs ei 23 | .621* | .000 |

| | | |
|----------------|-------|------|
| ei 30 vs ei 24 | .752* | .000 |
| ei 22 vs ei 27 | .613* | .000 |
| ei 23 vs ei 30 | .621* | .000 |
| ei 24 vs ei 30 | .752* | .000 |
| ei 18 vs ei 32 | .611* | .000 |

*Significant at 5% level

The correlation values (more than 0.6) are presented in table 4 which were significant at 5% significance level. The other correlation values (0.010-0.599) were not showed in the table.

Conclusion:

Emotion is an important part of life which seriously affects all aspects of life. Emotional intelligence is an important factor that determines adjustment abilities. The study recognized that emotional intelligence has helped significantly manage one's emotions and other's emotions. This would promote personal growth, help in decision making and maintain balance between household chores and activities related to bangle work.

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