



Relationship between Emotional intelligence and psychological well-being of employees: An empirical study

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Article Info

ISSN (online): 2582-7138

Volume: 04

Issue: 02

March-April 2023

Received: 16-03-2023;

Accepted: 03-04-2023

Page No: 500-503

Abstract

The ability to identify, understands, and controls one's own emotions as well as the emotions of others are referred to as emotional intelligence. On the other hand, psychological well-being is a term that describes a person's overall feeling of happiness and satisfaction with life. Research shows that there is a positive relationship between emotional intelligence and psychological well-being. Employees with higher emotional intelligence tend to have better coping skills and more positive attitudes. They also tend to have better interpersonal relationships and greater social support, which can further enhance their psychological well-being. The relationship between emotional intelligence and psychological well-being highlights the importance of developing emotional intelligence skills to promote mental health and well-being. The Cronbach's alpha value was found to be 0.784. The result of the correlation test shows that there is a positive relationship between emotional intelligence and psychological well-being.

Keywords: Emotional intelligence, psychological well-being, Employees

Introduction

Emotional intelligence is the capacity to recognize, use, and control your own emotions in order to reduce stress, improve communication, empathize with others, overcome obstacles, and diffuse conflict. Emotional intelligence is an important factor for healthy, happy and successful life. The dimensions of Emotional intelligence are self-awareness, managing emotions, motivating oneself, empathy and social skill.

Emotional intelligence is becoming the center point of researcher because of its important role in successful career, participation in organization and success in personal life.

Psychological well-being is the second variable of the study. It deals with overall human psychological state or conditions and contains emotional and behavioral aspects of a person in life.

Psychological well-being has been characterized as active management that helps people to meet their challenges, solve problems of their lives and achieve the goals. The dimensions of psychological well-being are autonomy, environmental mastery, personal growth, positive relations, and purpose in life.

Review of Literature

Mortteza Nagahi (2019) ^[6] did a study on relationship between emotional intelligence and psychological well-being. The aim of the current study is to study the effect of emotional intelligence on psychological well-being of 800 employees in 70 branches of bank in Tehran, Iran. The result of the shows that emotional intelligence has a significant positive impact on psychological well-being of employees. Further, a number of suggestions and managerial implications have been proposed.

Clifton J Wigtill and Gregg R Henriques (2015) ^[2] conducted a study on the relationship between intelligence and psychological

well-being in incoming college students.

This study investigated the relationship between intelligence and psychological well-being in young adults. Contradictory findings are presented about the relationship between intelligence and PWB in children and adolescents. For young adults, the authors predicted positive linear relationships between intelligence and PWB dimensions of Environmental Mastery, Autonomy, Personal Growth, Purpose in Life, and a curvilinear relationship between intelligence and the PWB dimension of Positive Relations with Others.

Makvana S (2014) did the study on relationship between Emotional intelligence and psychological well-being among young adults. The aim of the study was to examine if there is any relationship between emotional intelligence and Psychological Well Being among Young Adults. It was found that there is significant positive correlation between the Emotional Intelligence and Psychological Well -being and gender differences were not significant in Emotional Intelligence and Psychological Well Being. The results showed positive relationships between clarity and emotional regulation and the psychological well-being components. The model also includes some relationships, not initially raised, between the dimensions of perceived emotional intelligence and some dimensions of psychological well-being. Results suggest relationships between emotional attention and purpose in life as well as with personal growth dimensions of psychological well-being.

Sakunthala Rathnakara (2014) ^[8] did the study on the impact of emotional intelligence and psychological well-being of public and private sector executives: perspectives of postgraduate's students. Researches in this field have uncovered many relationships between emotional intelligence and different human behavior. The objective of this study was to investigate the nature of the relationship between emotional intelligence and psychological well-being of public and private sector executives who are following masters' degrees from recognized national universities. Also, there is a significant positive impact of emotional intelligence on psychological well-being. Emotionally intelligent employees will possess a higher level of psychological well-being and it will positively impact on their success of their work as well as non-work life.

Abraham Carmeli, Meyrav Yitzhak-Halevy, Jacob Weisberg (2009) ^[1] conducted a study on the relationship between Emotional intelligence and psychological well-being. This study aims to examine the relationship between emotional intelligence and four aspects of psychological wellbeing (self-acceptance, life satisfaction, somatic complaints and self-esteem). Data were collected from employees through two different structured surveys administered at two points in time. The results of four hierarchical regression models provide, in general, support for the positive association between emotional intelligence and psychological wellbeing components self-esteem, life satisfaction, and self-acceptance. Only marginal significant support was found for the negative relationship between emotional intelligence and somatic complaints.

Significance of the study

The significance of the study is to study the relationship between emotional intelligence and psychological well-being of employees.

Emotional intelligence plays an important role in a person's life. Emotional intelligence is the ability to identify and regulate one's emotions and understand the emotions of the others. A high EI helps to build relationships, reduce team stress, defuse conflict and improve job satisfaction. This research will benefit the others researchers to conduct the study on EI and psychological well-being of employees.

Aim

To study the relationship between emotional intelligence and psychological well-being of employees.

Objectives

The study undertakes the following objectives;

- To study the socio demographic details of the employees.
- To study on emotional intelligence of employees.
- To study on psychological well-being of employees.
- To examine the relationship between Emotional intelligence and psychological well-being of employees.

Research Designs

The research design which is used in the study is descriptive design. The descriptive design used by the researcher to find the existing issues, it will give clear status of the emotional intelligence and psychological well-being of employees.

Universe and Sampling procedure

The universe of the study is JBM Neel Metal product ltd, Hosur. The population consist of nearly 200 employees. The researcher selected the press shop, paint shop, quality and 2w frame line which constituted of 70 employees. The census was adopted for the research.

Tools for Data collection

The researcher used questionnaire method to collect the data from the employees of JBM Neel metal products ltd, Hosur. The tool was framed in English as a common language and Tamil as a additional language which was useful for employees for better understanding. A closed ended question is used in this research. To examine the emotional intelligence and psychological well-being of employees, a standardized instrument with likert scale is used in the research. A likert scale is used in the research; researcher assigns value such as strongly agree 4, agree3, disagree2, strongly disagree1.

Analysis & Interpretation

Table 1: Distribution the respondents based on self-awareness

Self-awareness	Frequency	Percent
Low	40	57.1
High	30	42.9
Total	70	100.0

From the presented table, it is revealed that less than majority (57.1%) of the respondents were experiencing low self-awareness. More than two fifth (42.9%) of the respondents were experiencing high self- awareness. Tis table is clearly states that that less than majority (57.1%) of the respondents were experiencing low self- awareness.

Table 2: Distribution the respondents based on Managing emotions

Managing emotions	Frequency	Percent
Low	35	50.0
High	35	50.0
Total	70	100.0

From the presented table, it is revealed that half (50.0%) of the respondents were experiencing low managing emotions. Half of the respondents (50.0%) were experiencing high managing emotions. This table clearly states that half (50.0%) of the respondents have low and high managing emotions.

Table 3: Distribution the respondents based on motivating oneself

Motivating oneself	Frequency	Percent
Low	36	51.4
High	34	48.6
Total	70	100.0

From the above table, its states that more than half (51.4%) of the respondents have poor motivation. Less than half (48.6%) of the respondents have high motivation. This table clearly states that more than half (51.4%) of the respondents has poor motivation.

Table 4: Distribution the respondents based on empathy

Empathy	Frequency	Percent
Low	39	55.7
High	31	44.3
Total	70	100.0

From the above table it is evident that more than half of the respondents (55.7%) have low empathy. More than two fifth (44.3%) have high empathy. This table clearly states that more than half of the respondents (55.7%) have low empathy.

Table 5: Distribution the respondents based on social skill

Social skill	Frequency	Percent
Low	41	58.6
High	29	41.4
Total	70	100.0

From the above table, it's states that less than majority (58.6%) of the respondents have poor social skill. More than two fifth (41.4%) of the respondents have high social skill. This table states that less than majority (58.6%) of the respondents have poor social skill.

Table 6: Distribution the respondents based on autonomy

Autonomy	Frequency	Percent
Low	37	52.9
High	33	47.1
Total	70	100.0

The presented table states that more than half (52.9%) of the respondents were experiencing poor autonomy. Less than half (47.1%) of the respondents were experiencing the autonomy. This table clearly shows that more than half (52.9%) of the respondents were experiencing poor autonomy.

Table 7: Distribution the respondents based on environmental mastery

Environmental mastery	Frequency	Percent
Low	38	54.3
High	32	45.7
Total	70	100.0

From the given table, its states that more than half (54.3%) of the respondents have low environmental mastery. Less than two fifth (45.7%) of the respondents have high environmental mastery. This table clearly shows that more than half (54.3%) of the respondents have low environmental mastery.

Table 8: Distribution the respondents based on personal growth

Personal growth	Frequency	Percent
Low	36	51.4
High	34	48.6
Total	70	100.0

From the above table, it evident that more than half (51.4%) of the respondent have poor personal growth. Less than half of the respondents (48.6%) have high personal growth. This table gives clear understanding of that more than half (51.4%) of the respondent has poor personal growth.

Table 9: Distribution the respondents based on positive relations

Positive relations	Frequency	Percent
Low	36	51.4
High	34	48.6
Total	70	100.0

From the above table, it evident that more than half (51.4%) of the respondent have poor positive relations. Less than half of the respondents (48.6%) have high positive relations. This table gives clear understanding of that more than half (51.4%) of the respondent has poor positive relations.

Table 10: Distribution the respondents based on purpose in life

Purpose in life	Frequency	Percent
Low	35	50.0
High	35	50.0
Total	70	100.0

From the above table, it evident that half (50.0%) of the respondent have poor purpose in life. Half of the respondents (50.0%) have purpose in life. This table gives clear understanding of half (50.0%) of the respondent has low and high purpose in life.

Table 11: Distribution the respondents based on self-acceptance

Self-acceptance	Frequency	Percent
Low	40	57.1
High	30	42.9
Total	70	100.0

From the above table, it's evident that less than majority (57.1%) of the respondent have poor self- acceptance. More than two fifth of the respondents (42.9%) have self-acceptance. This table shows that less than majority (57.1%) of the respondent have poor self- acceptance.

Suggestions

The study was conducted by using various aspects such as self-awareness, managing emotions, motivating oneself, empathy, social skill, autonomy, environmental mastery, personal growth, positive relations, and purpose in life. Most of the data shows that the employees has low emotional intelligence and psychological well-being and minimum number shows that employees has a high emotional intelligence and psychological well-being. By providing them training program to develop their emotional intelligence so, that the organization can be successful. The result of the current study suggests the managers try to improve the emotional intelligence of the employees to achieve positive consequences. The psychological well-being of employees can be significantly improved by increasing emotional intelligence in the workplace. Employers can encourage emotional intelligence by providing training programs, coaching, and opportunities for employees to apply their emotional intelligence skills into practice.

Conclusion

Emotional intelligence and psychological well-being is used to improve the self-esteem, life satisfaction and self-acceptance. It helps to determine how we handle stress, relate to others and make decisions. Emotional intelligence was significantly related to psychological well-being. The hypothesis of relationship between emotional intelligence and psychological well-being is accepted.

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