

**AN EMPRICAL STUDY ON RELATIONSHIP BETWEEN EMOTIONAL  
INTELLIGENCE AND SUBJECTIVE WELLBEING OF EMPLOYEES  
IN AN ORGANISATION**

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**ABSTRACT**

As many nation of the world enter an era of post nationalism in which basic survival needs are met, interest in subjective well-being is likely to grow ,affecting the ways in which policy makers govern .Continued research into subjective wellbeing may ultimately answers the question of what composes the “good life” .The present study examined the relationship between subjective well being and emotional intelligence. The researcher adopted the convenient sampling method for selecting the sample. The sample size is 400. The tool used for data collection is questionnaire method. Oneway Anova, Multiple Regression, Simple correlation were used to carried out to test the formulated hypotheses.

**INTRODUCTION**

**EMOTIONAL INTELLIGENCE**

Emotional intelligence is a type of social intelligence that involves the ability to monitor one’s own and other’s emotions, to discriminate among them, and to use the information to guide one’s thinking and actions”(Mayer & salovey, 1993). According to salovey & mayer (1990),emotional intelligence subsumes Gardner’s inter and intrapersonal intelligence, and involves abilities that may be categorized into five domains: Self-awareness; Observing yourself and recognizing a feeling as it happens. Managing emotions: Handling feelings so that they are appropriate; realizing what is behind a feeling; finding ways to handle fears and anxieties, anger ,and sadness. Motivating oneself: Channeling emotions in the services of a goal;

emotional self control delaying gratification and stifling impulses. Empathy: Sensitivity to other's feelings and concerns and taking their perspective; appreciating the differences in how people feel about things. Handling relationships: managing emotions in others; some competence and social skills.

### **Emotional intelligence in work place**

Emotional intelligence facilitates in making the right decision & problem solving (Singh 2001). Since the persons having high emotional intelligence have skills to identify and regulate the emotions of self and others to activate emotions at the right time and place to the right degree to apply these processes adoptively in social interactions (Baron & Parker 2000) therefore they have significantly more positive affect and less negative affect. Emotional intelligence helps the individual to cope up with any given situation and makes the person well adjusted, psychologically balanced, which leads to competent and fully satisfied life. Yates (1997) found that high EQ individuals are on the high or level of success and significantly & highly correlated with job performance.

### **Subjective well-being**

The term “ subjective well-being ” (SWB) refers to people's evaluations of their lives. It includes cognitive judgments, such as life satisfaction, affective evaluation (moods and emotions), such as positive and negative emotional feelings and personal quality of life ( satisfaction with specific personal domains of subjective well-being , for example, with the self, partner and family) (Diener, Eunkook, & shigehiro, 1997). People are said to have high subjective well-being if they are satisfied with their life conditions and experience frequent positive emotions and fewer negative emotions (Diener et al., 1970). Subjective well-being is the psychological term for “ happiness ” and is preferred because of the many connotations of the latter term (Diener, 1984).

### **Components of subjective well-being**

Subjective well-being is composed of several major components, including life satisfaction, contentment with specific life domains, the presence of frequent positive affects ( pleasant moods and emotions ), and a relative absence of negative

affect (unpleasant moods and emotions), (Diener et al., 1997). The major components of subjective well-being can be further reduced to more specific elements. Positive affect is commonly divided into joy, elation, contentment, pride, affection, happiness and ecstasy (Diener et al., 1997). Negative affect is separated into guilt, shame, sadness, anxiety, anger, stress, depression and envy (Diener et al., 1997). Positive subjective well-being is categorized by satisfaction with oneself, satisfaction with current life, satisfaction with past life, satisfaction with the future, satisfaction with the meaningful relationship with significant others and a desire to change life. The various domains of life satisfaction are composed of work, family, leisure, health, finances, self and one's group (Diener et al., 1997)

## **REVIEW OF LITERATURE**

**Bar-on (1997)** has placed EI in the context of personality theory. He defined EI as an umbrella concept of non-cognitive capabilities, competencies, and skills, which helps an individual to become more efficient in coping with environmental demands and pressures. He proposed a model of non-cognitive intelligences that includes five broad areas of skills or competencies from the personality domain, and within each, more specific skills that appear to contribute to success. These include inter-personal skills, intra-personal skills, adaptability, stress management, and general mood (optimism, happiness).

**Goleman (1998a)** examined that who was responsible for the popularization of the concept, has defined EI as “ the capacity for recognizing our own feelings and those of others, for motivating ourselves, and for managing emotions well in ourselves and in our relationships ”. He formulated his model in terms of a theory of performance since, as he suggested, his model has direct applicability to the domain of work and organizational effectiveness particularly excellence in jobs of all kinds, from sales to leadership (Goleman 1998b)

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Subjective well-being is the psychological term for “ happiness” subjective well-being is the self-reported evaluation of a respondent’s happiness and satisfaction.

**Dr. Harminder kaur gujral** at.,(2012) investigated that with increasing globalization and challenging work environment, an individual puts in a large part of his life and time to cope with turbulent changes, emphasizing the role of emotional intelligence in well being and employee behavior critical to effective job performance. The present study proposes to investigate how emotional intelligence contributes to well being of individuals which in turn affects their behavior. Data on employees behavior was collected from direct line managers to assess the job performance of the young professions and the results were analyzed and interpreted with the help of appropriate statistical tools. The results showed a significant correlation to employee behavior which is critical to job performance.

#### **Objectives of the study**

- To understand the level of emotional intelligence of employees in industry.
- To find out the relationship between emotional intelligence and subjective well being.

#### **Hypotheses of the study**

- There is no significant difference in the emotional intelligence dimensions of employees in an organization.
- There is no significant relationship between emotional intelligence and subjective well being.

#### **Statistical tools used**

Descriptive statistics such as Mean, Standard deviation, Multiple Regression, One-way ANOVA, Simple correlation, path analysis.

#### **Method of data collection**

The questionnaire were distributed by the researcher to employees working in an organization.

#### **Sample size**

Sample size is 400 for collecting the data

## Result and Discussions

Table shows that the Correlations between subjective well being and EI variables

Dimensions	Subjective well being r-value	P-value
Self regard	0.059	0.236
Interpersonal relationship	0.095	0.057
Impulse control	-0.108	0.031*
Problem solving	0.046	0.360
Emotional self awareness	-0.024	0.628
Flexibility	-0.268	0.001**

\*\* Correlation is significant at 0.01 percent level

\* Correlation is significant at 0.05 percent level

The above table shows that the correlation between the various dimensions of EI and subjective well being. It is revealed from the obtained result that the subjective well being is positively and significantly correlated with the dimension of emotional intelligence such as interpersonal relationship, impulse control, problem solving, flexibility Therefore the null hypothesis is subjective well being & emotional intelligence are closely related to each other.

### Findings of the study

- Observing the employee emotional intelligence indicates that only 58.1 percent of the respondent have medium level & EI and 43% of the respondent have low level & of emotional intelligence.
- There is a significant relationship between subjective well being and the dimension of emotional intelligence namely interpersonal relationship, impulse control, flexibility.

### Suggestions

It is suggested that emotional intelligence has significant correlation with subjective well subjective well being it may be considered that companies focus an employees well being and satisfaction at work place.

## **Conclusion**

To sum up the study, the emotional intelligence has positive relationship with the employees performance of their work. Further more life satisfaction was found to have no significant relationship with EI. It is concluded that high level of emotional intelligence develops the level of employees performance in the work life & their career.

## **References**

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