

A STUDY OF RELATIONSHIP BETWEEN EMOTIONAL MATURITY AND EMOTIONAL INTELLIGENCE AMONG PSYCHOLOGY PROFESSIONALS

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ABSTRACT

The purpose of the study was to investigate the relationship between emotional intelligence and emotional maturity. For measuring emotional intelligence, scale constructed by Dr. Arun Kumar Singh was used, and emotional maturity was measured with scale constructed by Dr. Yashvir Singh. The sample of the study consisted of 100 mental health professionals. To study the relationship between variables correlational design was used and data was analyzed using correlation and regression analysis. Results of the study revealed - Positively significant relationship between dimensions of emotional intelligence and emotional maturity. Coefficient of determination (R^2) suggested 55% variation in emotional maturity. Overall regression model found significant. The functional relationship between each individual predictors and predicted variable failed to establish positive relationship.

Key words: *Emotional Intelligence, Emotional Maturity*

Introduction

Emotional Intelligence

The capacity to be aware of, control, and express one's emotions, and to handle interpersonal relationships judiciously and empathetically. Emotional intelligence is the key to both personal and professional success. Emotional intelligence is the area of cognitive ability involving traits and social skills that facilitate interpersonal behavior.

“Emotional intelligence may be defined as the capacity to reason with emotion in four areas: to perceive emotion, to integrate it in thought, to understand it and to manage it”. -by John D Mayer and Peter Salovey

Daniel Goleman's Concept: Emotional intelligence “understands one's own feelings of others and the regulation of emotion in a way that enhances living.”

Five domains of Goleman's EQ model:

Self-awareness: means that you understand how you feel and can accurately assess your own emotional state. There are three components to this quadrant- self-awareness, accurate self-assessment, and self-confidence. Self-assessment includes understanding your own strengths and weaknesses.

Self-management: builds on the understanding that you gained with self-awareness and involves controlling your emotions so that they don't control you. This could equally be called self-control-in other words how you regulate to maintain your equilibrium in the face of any problem or provocation you may face it looks into how trustworthy and conscientious you are. As well as how you motivate yourself to achieve, taking into account your level of commitment and optimism.

Social competence: This area of competence is concerned with Goleman's remaining two 'domains' social awareness and social skill. This skill looks at how well you manage your relationship with others, including their emotions.

Social awareness: involves expanding your awareness to include the emotion to those people around you. It includes being able to empathize with others and being aware of how the organization that you are working in affects them. This covers your ability to read the emotional environment and power relationships you encounter in your role.

Relationship management: means using awareness of your own emotions and those of others to build strong relationships. It includes the identification, analysis, and management of relationships with people inside and outside of your team as well as their development through feedback and coaching. It also incorporates your ability to communicate, persuade, and lead others, whilst being direct and honest without alienating people. Emotional Maturity is the result of healthy emotional Development. An emotionally person is the one who can give expression to his emotion at the right time and in a proper manner. This means emotional maturity is having proper emotions at proper time and to express in proper form and in proper quality. ModabberArasteh, SeyedehAsrinSeyedoshohadaei (2010) studied the relationship between emotional intelligence and emotional maturity among students of Kurdistan University of Medical Science. The instruments of this study include Bar-on Emotional Intelligence Questionnaire and Emotional Maturity Scale, respectively.

Result of this study revealed significant correlation between emotional intelligence and emotional maturity ($P < 0.001$). He also found statistically significant relationship between the components of interpersonal emotional maturity, interpersonal, adaptability, stress management and general mood.

Objectives

- To study the strength of association between four dimensions of emotional intelligence with emotional maturity.

Hypothesis

- A significant positive relationship will exist between four dimensions of emotional intelligence; namely understanding emotions, understanding motivation empathy and handling relations with emotional maturity.

Method

Participants: The sample of the study comprises 100 practicing mental health professionals (psychologist, psychiatrist & counselors) selected using purposive random sampling method from Vidarbha region of Maharashtra. The age of the subjects was ranges from 30 yrs. to 55 yrs.

Tools:

Two standardized scales were used for data collection.

Emotional Intelligence Scale: This scale is constructed by Dr. Arun Kumar Singh and Dr. Shruti Narani. The scale consists of 31 statements. It measure four major dimensions of emotional intelligence i.e. understanding emotions, understanding motivations, empathy and handling relations. The reliability of the scale was found to be .86. The validity of the scale is 0.86.

Emotional Maturity Scale: The scale is constructed by Dr. Yashvir Singh and Dr. Mahesh Bhargava, The scale consist of 48 statements. The reliability of the scale was found to be .75. The scale was validated against the external criteria i.e. the G area of Sinha's Adjustment Inventory for college students.

Procedure of data collection

Prior actual administration of scale, selected participants were called in a small group. Their individual seating arrangement was made in a quiet and comfortable place. The rapport was established before actual administration of test/scale. The instructions regarding test/scale were given and asked them to act accordingly. After completion of task asked them to leave; with great thanks for their kind co-operation.

Variables: Factors of emotional intelligence were treated as predictor and emotional maturity was treated as criterion variable

Research Design: A correlation research design was used.

Statistical treatment of data: Pearson's Product Moment Correlation method followed by Regression Analysis.

Result and discussion

In the present investigation the relationship between four dimensions of emotional intelligence with emotional maturity was studied, where factors of emotional intelligence are treated as predictor or explanatory variables whereas; emotional maturity has been treated as criterion variable. To investigate the strength of association between four dimensions of emotional intelligence with emotional maturity the data is treated by Pearson's Product Moment Correlation. In order to investigate the functional relationship between four dimensions of emotional intelligence with emotional maturity, Regression Analysis computed. On the basis of regression equation line of best fit or regression line of y on x are made. Obtained output is depicted in the table presented below.

Table No.1 Showing relationship between four domains of emotional intelligence with emotional maturity

	Understanding Emotion	Understanding Motivation	Empathy	Handling Relations
Emotional Maturity (DV)	0.513	0.577	0.595	0.642

Summary of Pearson product moment correlation analysis presented in the above table indicates that emotional maturity is positively related to understanding emotion, $r(98) = 0.513$, $p < 0.1$. Positive relationship suggests that, with increasing score on understanding emotion; score on emotional maturity increases. It denotes linear relationship between the variables.

Relationship between understanding motivation and emotional maturity found significant $r(98) = 0.577$, $p < .01$. This relationship is positive and significant. Positive relationship suggests that with increasing score on understanding motivation scores on emotional maturity increases.

Relationship of empathy with emotional maturity brought out significant relationship $r(98) = 0.595$, $p < .01$. This relationship is also positive and significant. It suggests that with increasing score on empathy emotional maturity increases.

Association between handling relations and emotional maturity also found significant, $r(98) = 0.642$, $p < .01$. This relationship is positive and significant. Positive relationship suggests that handling relations and emotional maturity are linearly associated. To study the combine effect of all above mentioned factors on single dependent variable i.e. emotional maturity, coefficient of multiple correlation computed. It helps measuring the strength of association between predicted and explanatory variables.

Multiple correlation coefficient for the above mentioned variables found significant $r(98) = 0.742$, $p < .01$ suggesting that, the relationship between predicted and explanatory variable are positive and significant. In order to find the contribution of each independent predictor in predicting relationship with emotional maturity, the data was analyzed using regression analysis. Regression output is presented as under. The summary output of regression statistics are presented as under.

Table No. 2

<i>Regression Statistics</i>	
Multiple R	0.742357658
R Square	0.551094892
Adjusted R Square	0.500082948
Standard Error	13.39151572
Observations	100

The obtained value R^2 is 0.55 suggesting that we can explain 55% variations in emotional maturity by knowing score on dimensions of emotional intelligence. In this case $R^2 = 0.55$ taken as a set, the predictors – understanding emotions, understanding motivation, empathy and handling relations account for 55% of the variance in emotional maturity. In other word, 55% variance in emotional maturity can be explained by emotional intelligence.

Table No.3 Showing significance of F for overall regression model ANOVA

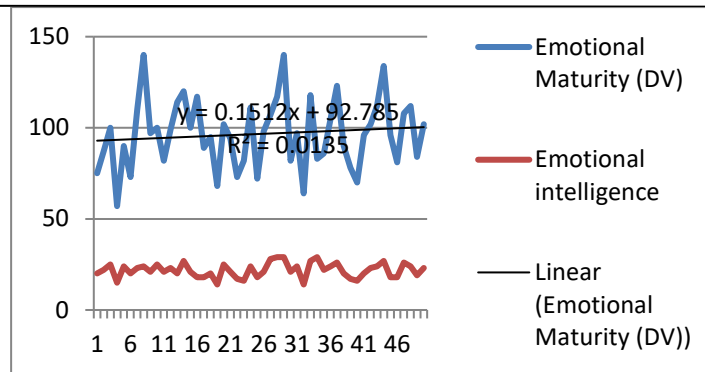
	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>
Regression	5	9686.881493	1937.376299	10.80325211	.000897
Residual	94	7890.638507	179.3326933		
Total	99	17577.52			

By referring the above table, from the obtained F value it is clear that the overall regression model is significant $F(5, 94) = 10.80$, $p < .001$,

Table No. 4.4 Showing coefficients for each domain of emotional intelligence

<i>Predictors</i>	<i>Coefficients</i>	<i>Standard Error</i>	<i>t Stat</i>	<i>P-value</i>
Intercept	19.80649062	11.37217318	1.741662769	0.088555371
Understanding Emotion	5.155135361	14.17028327	0.363799034	0.717750391
Understanding Motivation	4.657910123	14.18634761	0.328337515	0.744213971
Empathy	5.871545529	14.07206871	0.417248213	0.678525778
Handling Relations	6.898259227	13.62528069	0.506283825	0.615184947

Regression Line



In the above table, understanding emotions, understanding motivation, empathy and handling relations are predictors of emotional maturity. From the p-value stated in the above table for each predictor of emotional maturity, it is seen that the relationship between understanding emotions and emotional maturity is non-significant, because p-value (0.717) is greater than .05. The relationship between understanding motivation and emotional maturity is also non-significant, because p-value (0.744) is greater than .05. The relationship between empathy and emotional maturity found non-significant, because p-value (0.678) is greater than .05. The relationship between handling relations and emotional maturity also found non-significant, because p-value (0.615) is greater than .05.

From the overall observation of above findings, it can be concluded that, independent domain of emotional intelligence could not prove to be a significant predictor of emotional maturity, however overall regression model found significant predictor emotional maturity.

It is standard practice to use the coefficient p-values to decide whether to include variables in the final model. For the result above, we would consider emotional intelligence as a whole for final model, we cannot use separate domain of emotional intelligence for prediction, if use then it will lose or reduce the model's precision.

CONCLUSIONS

- Positive significant relationship observed between dimensions of emotional intelligence and emotional maturity.
- Coefficient of determination (R^2) suggested 55% variation in emotional maturity which can be explained by knowing the score on emotional intelligence.
- Multiple correlation coefficients between predictor and predicted variable found significant.
- Overall regression model found significant.
- The functional relationship between each individual predictors and predicted variable failed to establish positive relationship.

LIMITATIONS

Before generalizing the findings of the study, the following limitations must be taken into consideration.

- The respondents for the study were selected only from Amravati City.
- The sample was restricted to only a small population of psychologist and counsellor.
- The sample size was relatively small.
- Other than emotional intelligence and emotional maturity; factors like personality, intelligence, adjustment should incorporate in the study.

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