

## Job Involvement Emotional Quotient in Indian Women Employees

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### Abstract

The aim of the present study was to assess the relational intelligence (EI) scale and job involvement scale EI scale consisting of 34 statements and 10 sub factors self awareness. Empathy self motivation. Emotional stability managing relations. Integrity self development value orientation commitment and altruistic behavior. Statement were measured on 5 point rating scale. JI scale possess with 40 statement measured the response under four point scale in the present study a sample of 200 women employees were selected using simple random lottery method. The results indicate that the majority of the women employees studied were found to be in the age group of 21-30 your old graduate software engineers with experience of 2-5 years and married. The results reveal that there is a significant relationship between EQ and Factors of EQ with JI. It is evident that EQ and JI are positively corrected.

### Introduction

The Term emotion has quibbled psychologists and philosophers since more than a century for a precise meaning. Before we proceed to understand and unveil various aspects of emotional intelligence, we should understand the meaning of the word emotion the word emotion connotes various meanings to various people. In its most isteral sense the oxford English dictionary defines emotion as "any agitation or disturbance of mind feeling, passion, any vehement or excited mental state."

**According to APA Emotion** is a complex pattern changes, including physiological arousal feelings, cognitive process and behavioral reductions, made in response to situation perceived to be personally significant.

According to dalip singh (2006) Emotion is an umbrella term, term which includes the situation, the interpretation and the perception of a situation, and the response or feeling related to that situation. They are human beings warning systems that alert them to what is really going on around them. They are a complex state of the human mind, involving physiological changes on the one hand and psychological changes on the other.

Daniel Goleman, the father of emotional intelligence defines as a potential for mastering the skills of self-awareness. Self-management, social awareness and relationship management, Daniel goleman, the distinction between cognition explaining human motivation, including the operation of specific bodily needs as well as the person's ambitions and sitting up of long range goods with regard to his ego concerns in interpersonal relations and the direction that he Tahas in group relations.

Involvement at work means cooperation and commitment, in people finding significance and achievement in their trash. in regarding it not merely as a way of earning a livelihood, but as an outlet for both energy and skill, where judgment as well as dexterity are needed and where decisions have to be made.

Involvement in the broadest sense of the word could also mean democratization of ownership, of government of terms of employment and of management, there are numerous interpretations of involvement depending.

### Review of Literature

Jigisha Dholaleva (2001) in another study tracking over 160 high performing individuals in a variety of industries revealed that emotional intelligence was two times as important in contributing to excellence as intellect and expertise alone. Today's leaders, from top executives to line managers, must have more than just the right technical skills and they must possess the right values, behavior and emotions it is when emotions and emotion. This introduces various established middles of emotional intelligence. His study highlights the superiority of emotional intelligence over IR as a predictor of success at workplace ER.

### According to APA emotional intelligence

Type of intelligence defined as the abilities to perceive appraise and express emotions to facilitate thinking to understand and analyze emotions. to use emotional knowledge effectively, and to regulate one's emotions to promote both emotional and intellectual growth.

### RELATIONSHIP BETWEEN EQQIR

IQ is a measure of intelligence quotient, where as EQ is a measure of emotional qulient. Emphasizing EQ does not mean De Emphasizing IQ.

The latter is not less relevant for success in job performance of life than the farmer. The fact remains that one needs a relatively high level of IQ nearly to get admitted is a science of engineering course. However once you are admitted. how you compare with your peers has less to do with IQ differences and more to do with emotional factors or EQ is not the opposite of IQ same people are blessed with a lot of both some with little of either. What researchers have been trying to understand is how they complement each other. how one's ability to handle stress for instance, affects the ability to concentrate and put intelligence to use.

The concept of involvement of the self is needed of involvement of the self is needed of involvement of the self is needed for acknowledged and guided constructively that they enhance their intellectual performance.

Nutan Kumar. s. Thingujam and Usha Ram (2002) examined 811 student's responses from junior senior college and university students the age ranged from 14 to 32 years. Analysis of the data clearly showed that females scored significantly higher than males females in general are in most cultures trained to be more understanding and cool and society also expects them to have these qualities. So they are in a better passion to understand emotion and express it at appropriate times. The finding suggests the importance of women in many careers where emotional intelligence is more important than others.

The Study conducted by Department of Psychology university of Delhi, was related to emotional intelligence of IAS Indian administrative service and examine the groups i.e Group (30-45 years) and Group 2 (40 to 60 years) The study indicated the development of EQ with age although the scores the scores of both groups fall in the average EQ category It is also found that the older group among IAS officers is higher on EQ than the younger group though the difference is not statistically significant In the other word's it appears that EQ is independent on EQ is independent on age. also seems to bring more experience and help in handling the hassles in life.

In the research, Dalip Singh (2003) attempted to out if different professions required different levels of emotional intelligence. This study was also aimed to grade the professions descending order of EQ. The study covered is varr of professions in 3 clusters. It was concluded that different professions do require different levels of EQ However, herring a high or average EQ cannot simplistically be labeled as 'good or bad' in a professions.

#### **AM OF THE STUDY:**

The Study is an effort to through light on the relationship between emotional quelling and job involvement in women employs. It is widely assumed that people with a batter EQ have relatively better involvement in job. The present study in general aims to find out whether EQ and Job involvement are positively correlated or not.

#### **OBEJECTIVES :**

To assess Emotional Intelligence and job involvement among women employs.

#### **HYPOTHESIS**

There will be no significant relationship between emotional intelligence and job involment in women employees.

#### **DATA COLLECTION AND SAMPLE**

Universe of the Study include all the corporate sectors of Bangalore where the women are employed. Method of selection was simple random lottery method. Sample size is larger that is 200 in order to provide meaningful results. A strong rapport Investigator. Each of the selected subjects was dealt individually, doubts were cleared to get the desired information Tests were administered and the data was collected under 3 sections. Section 11 consisting of E.

Questionnaire and section 111 of 11 information The entire procedure of administrating the test took about 20-25 minutes.

#### **SCORING :**

Scoring was done as per the direction given in the manual.

#### **ASSESSMENT TOOLS :**

The questionnaire method was adopted the subjects responses keeping in view the nature present study. The date were collected with the help of these assessment tools

1. personal and socio demographic by the investigator)
2. Emotional quotient scale (prepared) an tool hyde, Sunjyot Dethe and grinder dhar)
3. Job involvement scale (Prepared by Ashok Pratap Singh) Statistical Analysis. Descriptive statistical analysis has been carried out in the present study. Result on conflict measurement are presented on mean so (min-max) us and results one categorical measurements are presented in Number (%) significance) is

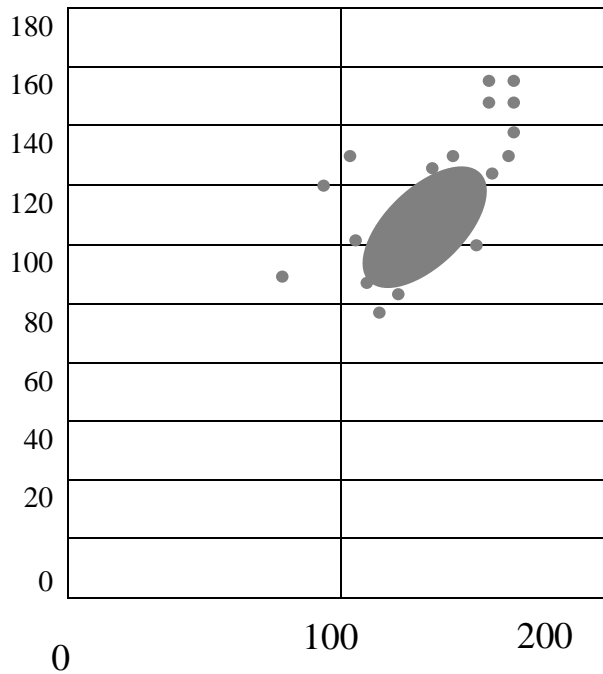
assessed at 5% level of significance person correlation has been carried out to the co-efficient of correlation between the? Different personality variables.

**RESULTS AND DISCUSSIONS:**

**Person correlation score between EQ. & Tractors of VS – II**

Factors of Eq.	Co-efficient of Correlation	Level of Significance
Self-awareness	0.453	0.001
Empathy	0.433	0.001
Self-Motivations	0.481	0.001
Emotional Stability	0.481	0.001
Managing Relations	0.103	0.001
Integrity	0.461	0.001
Self-Development	0.337	0.001
Value Orientation	0.456	0.001
Commercial	0.410	0.001
Alters tic Behaviors	0.413	0.001
Total	0.576	0.001

There will be no significant relationship between emotional Intelligence and Job Involvement in Women Employees



Person Correlation of total score of Eq. with JI Result in Table and in figure indicate that correlation between local scores of E2 and JI total scores (0.576) are significant at 0.01 levels. The Present study does not support the hypothesis is widely assumed that people with a better EQ are able to handle most of the situations in much better way and have relatively better involvement in job. This result can not be supported with other studies but in the present study is evident that EQ and it are positively correlated however it's not statistically proved significance.

This result can not be supported with other studies, but in the present study is evident that Eq and JI are positively correlated significance.

Correlation between to factors of Eq self awareness (0.453), Empathy (0.433) self motivation (0.474), emotional (0.403) Integrity (0.461). Self development (0.337) value orientation (0.456) commitment (0.410), Altruistic behavior and it total scores. All the co-efficient of correlation are significant at 0.01 levels.

**Limitation of the present study :**

1. The sample was restricted to women employees male gender could have been included for inter gender.
2. The sample was restricted to urban area it was not reprehensive of rural population comparisons, considering the fact that as large majority of Indian population live in rural area.

**Suggestions for further study :**

1. In order to apply representative and comparative study male gender can be enrolled in future studies. Since the investigator could not fine any studied regarding Eq and it together further waste research can be applied to this personality triays

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