

EMOTIONAL INTELLIGENCE IN WOMEN

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Abstract:- Emotional Intelligence is the ability to observe one's own and other people's emotion, to distinguish between various emotions ,categorize them appropriately and to use emotional information to guide thinking and behavior. In this paper, we are going to deal with EI and their effects on gender difference.

Keyword : Emotional Intelligence, Women, Health, Understanding, Skills.

INTRODUCTION

Emotional Intelligence (EI) involves a combination of competencies which allows a person to be aware of and also to understand the emotions of others and to use this knowledge to encourage their and others success. EI reflects abilities to join intelligence , empathy and emotions to amplify thought and understanding of interpersonal dynamics. Emotional intelligence as a concept is currently in focus among the general public , practitioners and researchers. It's being widely believed by the public that emotional and social competence is as important , than traditional dimension of personality and intellectual ability. EI consists of two domains ability and personality. The ability domain includes cognitive abilities regarding emotions whereas the personality domain focuses on control of impulses , optimism and assertiveness . Emotional Intelligence is important key construct in today's Psychology; it has linked with aid of lavish interpersonal media

attention. It is scientific understanding that emotional intelligence is key construct helpful for person to train their emotional skills as well as for living as more fulfilling and productive.

Five components to Emotional Intelligence :

- Self-awareness
- Self-regulation
- Internal motivation
- Empathy
- Social skills

Self-Awareness

Knowing about oneself is the foremost ability.

Self-Regulation

Regulation on ones life turns them to achieve success.

Internal Motivation

One must possess self-driving force for all the activities one does.

Empathy

Seeing others situation in their perspective than in your perspective .

Social skills

Involving oneself more in social related activities.

EMOTIONAL INTELLIGENCE AFFECTS:

Performance at workplace :

High emotional intelligence can help you traverse the social complexities of the workplace . Nowadays, companies consider emotional intelligence as important as technical knowledge while hiring employees.

Physical health:

If one is not able to manage his/her emotions, then he/she is probably managing their stress either. Uncontrolled stress increases blood pressure, suppresses the immune system, increases the risk of heart attacks and may lead to serious health issues. The first step to improve emotional intelligence is to learn how to manage stress.

Mental health:

Uncontrolled emotions and stress also has an impact on your mental health, making you prone to anxiety and depression . If you are unable to understand and get comfortable with , or manage your emotions, you'll also struggle to form strong relationships with others . This may lead to loneliness and make you feel isolated and further worsen any mental health problems.

Relationships:

By understanding your emotions and how to control them, you are better able to express them that how do you feel and understand how others are feeling . This allows you to communicate more effectively and involve in a stronger relationships, both at work and in your personal life.

Social Intelligence:

Having good understanding with your emotions serves a social purpose , that connects you to other people and to the society .This creates a chance for you to recognize friend from an enemy, measure another person's interest in you, reduce stress,balance your nervous system through social communication and feel loved and happy.

MODELS OF EMOTIONAL INTELLIGENCE

The Mayer-Salovey-Carso ability model

The term “EMOTIONAL INTELLIGENCE” was first coined by Peter Salovey and John Mayer in 1990 and they continued to conduct research. They conceptualized Ability based emotional intelligence model that is based on the work of Gardner and his view on personal intelligence. This has been categorized in four ways,

- **Emotional Perception:**

It is the ability to be self-aware of emotions and to express emotions and emotional needs accurately to others. It also includes the ability to distinguish between honest and tricky emotional expressions.

- **Emotional Assimilation:**

It is the ability to differentiate ,the different emotion that one is feeling and also to identify that are influencing their thought processes by grasping attention to main information. It is like emotional mood swings that change one's thinking from optimistic to pessimistic.

- **Emotional Understanding:**

It is the ability to understand complex emotions(mixed emotions) and the ability to identify transitions from one to another such as the transition from anger to satisfaction or from anger to shame.

- **Emotion Management:**

It is the ability to stay open to both pleasant and unpleasant feelings, and to reflectively connect or detach from an emotion.

Impact of EI on Gender

EI ability is higher in women than Men. This is proved by MSCEIT(Common Ability Test).Women EI is strong leads to their Leadership Advantage. Recently, women scored higher in all EI categories on KORN FERRY/ HAY HOUSE STUDY in 2016. Leadership qualities are improved mainly due to EI and Social Intelligence(SI).

The following factors shows that how can women utilize their EI skills to grow up as an better leaders.

- Persistent working to develop your EI skills.
- Focus on Self control
- Find out women who score high on EI and SI which provide opportunities to grow
- Appreciate these skills by timely rewards.

Persistent working to develop your EI skills.

The study shows that not all the women excelled in these qualities. But some created these achievements. Women, who doesn't possess these characteristics they can work hard to own these skills. Such as Adaptability, Conflict Management, Influence and Achievement Orientation.

Focus on Self control

Brains of women usually give more space and focus on Emotional Nature of things. Men are mostly malleable on hearing the emotions and starts to focus on finding the solutions. Women usually work on EI to improve their leadership quality to improve in their career. One can regulate their EI on using some of the tools like meditation, walking and breathing etc...

Find out women who score high on EI and SI which provide opportunities to grow

Organization mostly concentrate on reaching the success and Maintaining the status among their competitors. On this regard, they have to choose their efficient employee for succeeding in all their hurdles.

Appreciate these skills by timely rewards.

Continuous recognition for the work done by employees to provide them the self confidence and valuing their work. Valuing their team work, interpersonal skills and communication can be key to support the growth and development of more women leaders in organisations.

CONCLUSION

On the whole, women can pave a way to professional success by holding on to their skills and continuing to develop them. EI is a key for women in organization to achieve success. This can be developed with age and maturity. Holding on their Valuable skills which helps both women and their organisation to build a bridge between the gender gap in their Leadership qualities.

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