

A Study on Impact of Emotional Intelligence on Personality Traits of Teaching Faculties in Chennai

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Abstract: Human resource management is the systematic planning and control of a basic organisational process affecting and involving all organisational members and the applications. The internal organisation structure of the human resource management department varies widely depending upon the nature and size of enterprise, its management philosophy and its external environment. Organisation is made up of the people functions through people without people organisation cannot exist. The resource of men money materials and machinery are collected, coordinate and utilised through people. Organisational behaviour is the study and application of knowledge about how people act within organisation. It is a human tool for human benefit. It applies broadly to the behaviour of people in all types of organisation such as business government schools and service organisations.

Key words: Emotional Intelligence, Learning Ability, Self Awareness

I. INTRODUCTION

The concept and theory of emotional intelligence until the mid 1980 that the term was ever heard and intelligence is relatively new. Unfortunately most of those in charge of education our children still overlook emotional intelligence. School systems do not each or attain about it when in fact it is a vital part of who are. If all academic institutions and organisations realised the vital link between successful leadership and a high emotional intelligence they would promote developing it they now promote raising the intelligence quotient. They would plainly see that people with emotional intelligence are more often not very successful in all aspects of their lives including their careers and relationship.

Emotional intelligence is the act of using and viewing the emotions through perception control and evaluation. Emotional Intelligence in the simplest words refers to the ability to recognize and regulate emotions in ourselves and others to make effective decisions. EI may years ago where (Emotionally stable person) is very close to Mayer and Salovey's all learning has an emotional base. Since then, researchers, scientists, educators, and philosophers have worked to prove or disprove the importance of feelings and emotions in day to day life. Though we experience a wide range of emotions in our daily life its effect on human behaviour has always been a topic of argument. Unfortunately, for a large part of last two millennia, common thought was, Emotions are in the way, they keep us from making good decisions, and they keep us from focusing beliefs about emotions and intelligence have both changed. Where intelligence was once perfection, people were recognizing that there was more to life.

II. STATEMENT OF THE RESEARCH PROBLEM

A large volume of literature relating to different facts concerning emotional intelligence reviewed in detail revealed that no study has been conducted associating the emotional intelligence with reference to MBA students performance in engineering colleges in tiruvallur District. Further the concept of emotional intelligence its importance principles elements and measurement is widely discussed with respect to industrial environment and not in institutional setup. The researcher identifies this lacuna and makes an attempt to assets and associated the impact of emotional intelligence in institutional environment. furthermore hardly and any study is conducted highly on the significance relevance and characteristics of organisational commitment which is one of the crucial measures of assessing the effectiveness of emotional intelligence towards their educational institutions among the quality measures towards measuring emotional intelligence. The researcher observing this fact thought on these lines to frame the following research questions. Whether institutions in Tiruvallur district more specifically engineering colleges be able to improve students' performance by positively maintained?

III. OBJECTIVES

- To valuate Emotional Intelligence of portion in the performance of teaching Faculties in Chennai
- To find the impact of emotional intelligence in the performance of teaching Faculties
- To study the social competency among teaching Faculties specific to empathy developing others handling diversity and power awareness

IV. NEED AND IMPORTANCE OF STUDY

Emotional intelligence is the intelligence dimension which is responsible on the ability of someone such as ability to manage their own self the relationship with others and also the skills that drive their internal world and their response to the outside world. Despite the rather large literature concerning emotional intelligence, the important majority of studies concerning development and validation of emotions. A small handful of psychologists have led the research on.

V. HYPOTHESIS

Hypothesis is usually considered as the principle instrument in research. Its main function is to suggest new experiment and observation. In fact many experiments are carried out with the deliberate object of testing hypothesis on the basis of available information and then take decisions on the basis such testing. The following NULL HYPOTHESIS was framed for testing

- There is no association between 'gender and interest
- There is no association between initiative and gender
- There is no significance between values and goals
- There is no significance between continuous learning and self development

VI. LITERATURE REVIEW

Edward Thorndike(2010) described that the concept of social intelligence as the ability to get along with other people by being able to understand the internal states, motives and behaviours of one and others

David Peter (2016) developed that the concept of non-cognitive intelligence stating that it is essential for success in life intelligence is not complete until we are not able to define its non cognitive aspects

Abraham Richard (2010) suggested that people can build emotional strength with their practices of emotional intelligence.

Howard Gardner(2015) introduced that the concept of multiple Intelligences in his book The Shattered Mind

Wayne Payne(20155) used the term emotional intelligence in his doctoral dissertation entitled, 'A study of emotion: Developing emotional intelligence; self-integration; relating to fear, pain and desire

Keith Beasley(2017) published in Mensa Magazine, used the term "emotional quotient." It has been suggested that this is the first published use of the term, although Reuven Bar-On claims to have used the term in an unpublished version of his graduate thesis

VII. ANALYSIS AND INTERPRETATION

The information about the background of 425 Teaching faculties working in engineering colleges in Chennai explored. Well structured questionnaire is prepared to collect the relevant responses. The responses from students are converted in to through SPSS statistical package for social science) and AMOS (Analysis of momentum structure)

- percentage analysis
- statistical analysis
- statistical equation model (SEM)

Correlation Analysis-I

Self Awareness: I recognize how my feelings affect my performance

Null Hypothesis (H0): There is positive relationship between Feelings and Gender.

Alternate Hypothesis (H1): There is a negative relationship between Feelings and Gender.

Correlations

		GENDER	SELFAWARENESS
GENDER	Pearson Correlation	1	.155(**)
	Sig. (2-tailed)	.	.001
	N	425	425
SELFAWARENESS	Pearson Correlation	.155(**)	1
	Sig. (2-tailed)	.001	.
	N	425	425

** Correlation is significant at the 0.01 level (2-tailed).

Interpretations:

From the above table it is clear that, Pearson correlation value is 0.155. It is positively correlated. Alternate hypothesis is rejected since p value is greater than 0.05 and Null hypothesis (H0) is accepted. There is a positive correlation between the feelings and gender of the students.

Linear Regression Analysis- I

Innovativeness: I seek out fresh ideas from a wide variety of sources (Vs) Specializations

Null Hypothesis (H0): There is no significant association between the innovativeness and Specializations opted by students.

Alternate Hypothesis (H1) : There is significant association between the innovativeness and Specializations opted by students.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.109(a)	.012	.010	1.546	.012	5.079	1	421	.025

a Predictors: (Constant), INNOVT1

ANOVA(b)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	12.140	1	12.140	5.079	.025(a)
	Residual	1006.375	421	2.390		
	Total	1018.515	422			

a Predictors: (Constant), INNOVATION

b Dependent Variable: SPECIALIZAION

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.296	.173		13.267	.000
	INNOVATION	.177	.079	.109	2.254	.025

a Dependent Variable: SPECIALZ

Interpretations:

From the above analysis it is inferred that the Alternate Hypothesis (H1) is accepted as the table value (0.025) is lesser than 0.05 and Null Hypothesis (H0) is rejected. Therefore it indicate the there is a significant association between the Case Processing Summary

innovativeness and Specializations opted by faculties. It also indicates that the innovative ideas of the faculties related with the specializations they opted in their career.

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
SPECIALZ * POLTAWA4	421	99.1%	4	.9%	425	100.0%

SPECIALZ ATIONS* POLITICAL AWARENESS CrosstabulationCount

		POLITICAL AWARENESS					Total
		strongly disagree	disagree	neutral	agree	strongly agree	
SPECIALZ	HR	36	53	26	3	1	119
	FINANCE	24	41	42	7	1	115
	MARKETING	21	18	23	1	4	67
	HR & FIN	17	27	13	4	4	65
	FIN & MARK	9	11	12	0	0	32
	SYSTEMS	3	6	1	0	3	13
	Others	7	1	2	0	0	10
Total		117	157	119	15	13	421

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	57.685(a)	24	.000
Likelihood Ratio	51.318	24	.001
Linear-by-Linear Association	.216	1	.642
N of Valid Cases	421		

a 20 cells (57.1%) have expected count less than 5. The minimum expected count is .31

Interpretation: From the above table it is clear that Alternate Hypothesis (H1) is accepted since value of (p= 0.000) is lesser than 0.05 and Null Hypothesis (H0) is rejected. Hence there is a significant relationship between political awareness and faculties specialization chosen in their career.

VIII. CONCLUSION

Emotional intelligence is a set of abilities that includes accurately perceiving emotions expressing emotions appropriately understanding the causes and consequences of emotions and managing one's own and others feelings to facilitates thinking and social interaction. It is the ability to monitor one own and others feelings and emotions to discriminate among them, and to use this information to guide ones thinking and actions.

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