

“AN EMPIRICAL ANALYSIS OF THE RELATIONSHIP BETWEEN EMOTIONAL INTELLIGENCE AND WORKLIFE BALANCE OF IT EMPLOYEE”

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Abstract: Emotional Intelligence has been an important part of everyday life. Recent research in the area of emotional intelligence has begun to focus on the role of emotional intelligence in the workplace. The present study aims to examine the relationship between emotional intelligence and work-life balance of IT employees. Emotional Intelligence involves behaviours related to the experience of emotion specifically Emotional Intelligence involves expressing, recognizing, understanding and managing emotions. The highly competitive globalized environment results in increase in job pressure which lead to distract work life balance among the employees. Employees are linked not only with financial constraints, part from that there is consequent intention in leaving the organization, and employees struggle between their work and life.

Keywords: Emotional Intelligence, Work-life balance, stress, IT Employees.

I Introduction: Emotional Intelligence is a set of skills hypothesized to contribute to the accurate appraisal and expression of emotion in oneself and in others, the effective regulation of emotion in self and others, and the use of feelings to motivate, plan, and achieve in one's life. It is normally regularly occurring that the people with extra emotional Genius will have greater degree of satisfaction. This is due to the fact the personnel with greater emotional talent are capable to advance the techniques to overcome the upcoming consequences, which may also occur out of stress and anxiousness will now not be in a state of affairs to overcome the stress condition. Work life balance study refers to the capacity to perceive and recognize one's undesirable or disruptive emotions, and to overcome the scenario by using self-regulating. Those who are adopted to self-regulation are successful of managing conflict, modifications and area greater possibly to take responsibility.

Objective: To examine the relationship between emotional intelligence and work-life balance of IT employees.

II Review literature:

	Author	TITLE	MAIN FINDINGS
1	Dr. Ramar Veluchamy , Samuka Choudhury, Sandip Dixit , Sanjali Jha	Impact of Emotional Intelligence and Work-Life Integration on Job Stress	Emotional intelligence that directly impacts performance individuals and organizations. Stress at work can negatively affect the body employee emotional intelligence There must be a balance between EQ and IQ for Employee mind-set for better organizational performance.
2	Prof. T. RAVIKUMAR	Emotional Intelligence and work life balance of IT Professionals in Bangalore	The many factors assessed by past and present assessment centre's include Social and emotional skills, also including communication, sensitivity, initiative and Interpersonal skills suggests that the key to their success lies in their ability to perceive, recognize and manage emotions. These abilities form the basis of emotional and social competence. It is Important for success in almost any job

3	Dr. Sahar Moh'd Abu Bakir	The Impact of Managers Emotional Intelligence on Employees' Work Life Balance-A Field Study at Jordanian Private Hospitals	There is always a significance of Work life balance in organizations, and tried to highlight the influence of work life balance on employee's satisfaction as well as on their performance.
4	Felicity Chigeda, Takawira Munyaradzi Ndofirepi, Renier Steyn	The role of emotional intelligence, work-life balance support, and work-related stress	The results also confirm that the employees with higher emotional intelligence tend to work harder and show greater commitment to their current organization, respondents perceive a certain level of benevolence in their respective organizations and therefore feel that continuing in their current job is wiser to work despite hostile conditions than to venture into unfamiliar territory.
5	Dr. Rajesh Faldu and Miss. Trivedi Krupa Udaykumar	A Study On Impact Of Emotional Intelligence On Work Life Balance Of the teaching professionals	employers are aware of the importance of working life balance. By developing policies, employers in training programs can help employees do their jobs and to balance the life. Emotional intelligence plays an important role, so employers must know employees well emotions and help them develop emotional intelligence

III Data and Methodology:

Descriptive research is used to describe the most recent conditions in the company, whereas convenience sampling is used which is a non-probability sampling technique where samples are collected from the specific population (IT employees).

IV Data Analysis and Findings:

Objective: To examine the relationship between emotional intelligence and work-life balance of IT employees.

Statistical tool: Regression

H0- There is no significant relationship between emotional intelligence and work-life balance of IT employees.

H1- There is a significant relationship between emotional intelligence and work-life balance of IT employees.

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Emotional Intelligence	.168	.120	.145	1.404	.164
Commitment	-.349	.125	-.311	-2.789	.006
Optimistic	.020	.107	.022	.192	.848
Self-Regulation	.471	.150	.305	3.147	.002
Trust worthiness	-9.446	.097	.000	-.001	.999

a. Dependent Variable: Work life balance

Interpretation: From the above output table, it is observed that the p-value is less than 0.05 for the variables self-regulation and H0 is rejected at a 5% level of significance. Hence it is concluded that there is a significant relationship between emotional intelligence and work-life balance of IT employees.

V Conclusion:

Emotional Intelligence is an essential ability for the personnel to beautify their self-belief to make certain extra success in job, to be high-quality chief and to have the higher influence on self and different motivation level. It can additionally convey duty and dedication loyalty and have faith between body of workers in the business enterprise which should motive greater productiveness and effectiveness to the organization. It is very essential to have the emotional stability to be balance professional and personal life.

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