

A STUDY OF EMOTIONAL INTELLIGENCE OF WORKING WOMEN AND HOUSEWIVES

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Emotional Intelligence (EI) is the assessment and management of both personal and professional emotions and implements them for managing the circumstances and career succession. Emotions are personal thoughts it may bring happiness and accomplishment in life if managed properly. But if it is not handled in a proper way then it may be dangerous for human beings. Our Interpersonal and intrapersonal disagreement, the relations with society, family and self is also affected by uncontrolled emotions. Some of the researchers suggest that emotional intelligence is the learning ability, while other claims it is a natural trait. Emotions are action-oriented and cognitive in nature. It is not an easy task for an individual to use the emotions intelligently the deep biological processes involved in this. The developed version of Emotional Intelligence helps the individual to channelize emotions constructively and use them as motivational tool. Number of researches has been conducted to survey the implications of emotional intelligence to the individuals, organisations and groups. The research presented in this paper compare the level of emotional intelligence between working women and housewives in Chhattisgarh state and how it affects their performance in balancing life.

Key Words : Women, Emotional Intelligence, Working Women, Housewives.

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INTRODUCTION

Emotionally intelligent abilities are not inborn gifts, but learned skills, the effective management can be done by learning Emotional Intelligence skills. Emotions are action oriented; therefore creating intelligent and conscious actions regarding our own emotional responses as well as managing other people's reactions to an emotionally charged situation is the foundation of emotional intelligence. If we want to successfully manage all these reactions, first we need to accept and find our emotional state and its impact on our behavioral patterns. Emotional intelligence has a significant impact on self-development and leadership qualities. Emotional Intelligence is the ability to become aware of changes in one's and others' emotional tones and to organize them, to initiate, to keep calm in the midst of pressure and maintain healthy relationships with others, and to maintain an optimistic outlook towards life.

Emotional Intelligence is part of your and others emotions and feelings, including the capability to monitor, differentiate and use this information to direct thinking and action. Emotional intelligence is the concept, which is currently in focus among the general public, practitioners and researchers. The researchers reported the relationship of emotional intelligence with other psychosocial factors and revealed the importance and benefits in the field of managing occupational stress, interpersonal relationships, success in work and personal life, enhancing performance, academic field, improving personality, interpersonal communication. Emotional Intelligence can be defined as the ability to recognize and adjust our emotions that generate our responses with certain situations or people. Through Emotional Intelligence individual can learn how to gain control over our responses and actively participate in forming our social skills. Emotional intelligence – the ability to manage ourselves and our relationships – consists of four fundamental capabilities: self-awareness, self-management, social awareness, and social skill. Each capability, in turn, is composed of specific sets of competencies (Goleman et al., 2002).

It is more accurate to say that the frequency with which an individual demonstrates or uses the constituent capabilities, or competencies, inbuilt in emotional intelligence determine the ways in

which he/ she deals with themselves, their life, work and others (Boyatzis et al., 2000). It is the ability to be aware to understand and to express oneself; be aware of, to understand, and to relate to others; deal with strong emotions and control one's impulses; and adapt to change and to solve problems of a personal or a social nature (Bar-On, 1988). High emotional intelligence develops in a person adaptability, creative responses to setbacks and obstacles, personal management, listening and verbal communication, confidence, motivation to work toward goals, a sense of wanting to develop one's career group and interpersonal effectiveness, cooperativeness and teamwork, skills in solving disagreements, effectiveness in the organization, leadership potential, social skills and various other competencies which make managers political savvy. Its being widely believed that emotional and social competence is as important, or even more important, than traditional dimension of intellectual ability and personality (Goleman, 1995, 1998)

Cooper and Sawaf (1997) defines Emotional Intelligence as the ability to sense, understand and effectively apply the power and acumen of emotions as a source of human energy , information, connection and influence. Mayer and Salovey (1997) defines emotional intelligence as the ability to monitor one's own and other's feelings and emotions to discriminate among them, and to use this information to guide one's thinking and action. Emotional intelligence involves the ability to perceive accurately, appraise, and express emotions; the ability to access and/or generate feelings when they facilitate thoughts; the ability to understand emotions and emotional knowledge and intellectual growth.

There is evidence that the pressures of managing multiple roles in women are the greatest, and the psychological benefits of employment are the least, under conditions of heavy family responsibilities that is, when young children are at home. Though working women are likely to get stressed while striking a balance between multiple roles (worker, spouse, mother, daughter-in-law, daughter) that they are required to do nevertheless they still tend to have better physical and mental health as compared to those women who are housewives. This is because these different roles add to and enrich women's sense of self and enhance psychological well-being. The strain and stress they experience due to one role is balanced by the satisfaction they obtain

from other roles. Many people tend to devalue the work of a homemaker woman taking it for granted and thinking that it can be easily substituted by a housekeeper. Thus, women who are homemakers despite working around the year without a break for even a single day may feel extremely insignificant as the family does not value their contributions.

LITERATURE REVIEW

Soomro, Riaz. H et al.,(2012) concluded that the houses hold average income of the housewives was more than that of working women but still the level of depression was much higher in the housewives. The housewives were found to have more average number of children as compare to working women. Having more average number of children was one of the causes of depression among housewives because they have the burden of handling more babies alone. The working women were found to have a supporting hand for this purpose. The housewives were less educated as compare to working women which was another reason for being depressed because education gives vision and better understanding of life. There was significant difference in the level of depression of working women and housewives. The level of depression among the housewives was twice as that of working women.

According to Kumar Dinesh, et al. (2011) working women excelled over non-working women in terms of emotional intelligence and desire for social freedom, and the respondents belonging to high emotional intelligence group, high desire for social freedom group and working group preferred smaller personal space (PS). Summiya Ahmad, et al.(2009) revealed that there is a significant difference between the mean scores of the men and women. It means that men show more assertiveness, self recognition about himself show more independence and management according to the situations than the women. Independence impulsive assertiveness is usually observed in men. One of the reasons for this is that men are a powerful member in our society. The self-employed wife might even enjoy more freedom compared to the working wife who needs to operate within the rules of the workplace and report to a boss (Hundley 2001).

Arora, Badaya and Bhatnagar (2009) in their study made comparison between the emotional quotient (EQ) of children of working mothers and home makers between children of working mothers with fixed time schedule and working mothers with unpredictable time schedule and between children of working women in service and children of working women in business. The results reveal that there is no significant difference between EQ of children of working mothers and home makers although it is slightly higher among children of home makers. Further it was discovered that EQ of children of working mothers with fixed time schedule is significantly higher than that of children of working mothers with unpredictable time schedule. No significant differences was found between EQ of children of working mothers in service and children of working mothers in business although it was slightly higher for children of working mothers in service. EQ of children of home-makers was significantly higher than children of working with unpredictable time schedule. But there was no significant EQ difference either between children of home-makers and children of working mothers with fixed time schedule or between children of home makers and working mothers in service or between children of homemakers and children of mothers in business.

Moen and Yu, (2000) concluded that housework or household chores are facilitating factors for creating a comfortable environment for family members, taking care of and rearing children, and providing the family's necessary requirements and needs. Housekeeping is quite different from other occupations because it is a non-paid job that is done in isolation. Household chores are not usually regulated by national laws, and are repetitive and endless. There are finding that the self-employed wife is more satisfied with her life compared to her other counterparts (Blanchflower and Oswald 1998) despite the expected states of self-employment like lower salaries and more hours spent at work compared to regular employment (Hamilton, 2000). A self-employed wife experiences more happiness with her life because self-employment allows her to achieve self-determination, independence, and sense of worth that may be lacking, if not absent, to a housewife who aspires to work someday Ferree (1976).

OBJECTIVES

- To compare Emotional Intelligence of House wives and Working women in Chattisgarh Region.

HYPOTHESIS

H₀₁: There is no significant difference between house wives and working women with respect to their Emotional Intelligence.

H_{A1}: There is significant difference between house wives and working women with respect to their Emotional Intelligence.

RESEARCH METHODOLOGY

The Study: The study is exploratory in nature and tries to compare Emotional Intelligence of house wives and working women in Chattisgarh Region.

The Sample: Convenience sampling has been used. Respondents in age group of 25-50 years at Chattisgarh region have been selected. 200 respondents were studied which comprised of 100 house wives and 100 working women.

Tools for Data Collection: Emotional Intelligence Scale developed by Anukool Hyde et al., (2002) was used to collect data. This scale has 34 items for measuring Emotional Intelligence and it has been administered on the house wives and working women of Chattisgarh region. As the sample size was 200, item with correlation value less than 0.1948 should be dropped. All the items in the study had correlation value more than 0.1948 thus; no item was dropped from the questionnaire.

Reliability of the measure was assessed with the use of Cronbach's alpha on all the 34 items. Cronbach's alpha allows us to measure the reliability of different variables. It consists of estimates of how much variation in scores of different variables is attributable to chance or random errors (Selltiz et al., 1976). As a general rule, a coefficient greater than or equal to 0.7 is considered acceptable and a good indication of construct reliability (Nunnally, 1978). The Cronbach's alpha for the questionnaire was 0.869 (refer Table 1). Hence, it was found reliable for further analysis.

Tools for Data Analysis: The data was analyzed using independent sample t Test.

RESULT S

Kolmogorov- Smirnov test is performed to test if the values follow normal distribution. This test is essential to decide the statistical test that is to be applied to compare the averages of respondents. The result of the test (see table-2) shows that values in Quality of Work Life among house wives and working women follow normal distribution hence t- test can be used for comparing means. Table -4 depicts that p value is 0.259 therefore null hypothesis H_{01} is accepted. Therefore, there is no significant difference between house wives and working women with regard to their emotional intelligence. Although, mean value for the house wives was 120.04 (see table-3) while, working women had the mean value of 129.82 (see table-3) which reflects that working women were more emotionally intelligent than house wives.

DISCUSSION

The results of this study confirm that there is no significant difference between house wives and working women with regard to their emotional intelligence. Although, mean value for the house wives was comparatively less than working women who reflects that working women were more

emotionally intelligence than house wives. It has been found that in some dimensions, working women were better on qualities such as Accurate Self Assessment, Self Confidence, Achievement orientation, Initiative, Inspirational leadership, Influence and change Catalyst compared to Non-working women. The dual roles of the wife in her employment and in the home imply that the degree of involvement in various "homemaker" roles such as "Chief Cook", "Mother", "Housekeeper", will differ from the non-working wife for whom such roles are the focal point of her existence (Hartley 1960). This does not necessarily imply rejection of homemaker roles by the working wife, but rather that she seeks other opportunities for self-fulfillment in activities outside the home (Bailyn, 1970).

Wright (1978) in his research supports this finding; he concluded that both women who work outside in the home and full time housewives have benefits and costs attached to them. However, Adegoke (1987), Nathawat and Mathur (1993) and Rogers and May (2003) are of the view that working class women are generally more satisfied with their lives and marriage than non-working women. Shrivastava, Singh and Pandey (2008) revealed that the mean scores for different dimensions of emotional intelligence were found to be greater in non working women than working women. The scores for self awareness for working and non working were found to be more or less similar. The T- ratios yielded significant difference for only three subscales of EI i.e. assertiveness, independence and impulse control. The results did not yield significant difference between the total mean EI scores of working and non working women, confirming the null hypotheses made for the study that there is no significant difference between mean scores of working and non working women.

CONCLUSION

It is clear from the study that there is no significant difference between working and non-working women with regards to emotional intelligence. However, working women are more satisfied in comparison to non-working women as they perceive their lives more challenging and

secure. They are more comfortable with their life. The study concluded that it is the fact that a woman is involved in employment outside the home does not necessarily imply that she will devote less effort to homemaking activities than her non-working counterpart; conversely, a non-working wife is not necessarily highly committed to her domestic role. Nonetheless involvement in a full-time job imposes time constraints on the performance of household duties. This implies that having paid employment either in the public or private sector, been a business person or a full time house wife does not disrupt a woman's family.

However, the study needs to be widened as the sample collected for the present study is from particular state therefore cannot be generalized. It is an encouraging sign that more research into this area should be carried out considering different state so that better knowledge can be acquired about women in different jobs and different life styles.

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ANNEXURE

Table 1
Reliability Statistics

Cronbach's Alpha	N of Items
.869	34

Table 2
One-Sample Kolmogorov-Smirnov Test

		VAR00002
N		200
Normal Parameters ^a	Mean	124.9300
	Std. Deviation	14.53380
Kolmogorov-Smirnov Z		1.109
Asymp. Sig. (2-tailed)		.171

a. Test distribution is Normal.

Table 3
Group Statistics

VAR0000		N	Mean	Std. Deviation	Std. Error Mean
1					
VAR00002	House wives	100	120.04	12.85814	1.28581
	Working women	100	129.82	14.52436	1.45244

Table 4
Independent Samples Test

	Levene's Test for Equality of Variances		t-test for Equality of Means						
	F	Sig.	T	Df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Confidence Interval of the Difference	
								Lower	Upper
VAR2 EVA	1.280	.259	-5.042	198	.000	-9.78000	1.93982	-13.60535	-5.95465
EVNA			-5.042	195.131	.000	-9.78000	1.93982	-13.60570	-5.95430

EVA-Equal Variance Assumed, EVNA-Equal variance Not Assumed