

A Study on Relationship Between Emotional Intelligence and Work-Life Balance in St. Joseph College of Engineering and Technology in Tanzania

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Abstract

The appearance "Relationship amid emotional intelligence and work life" has been similar to the wealthy and happy life in the world. This degree facilitates access to feelings when people offer comments, particularly during times of disappointment and hopelessness. We could find and proudly could say that the 20th century children's emotional intelligence is revised in their character. We can analyse that in the competition, the children are very much estimable, though they come with lot of groundwork and enthusiasm but then while they are rejected, they balance the participation in another competition. Here, the emotional intelligence helps to handle dissatisfied, unpredicted situation to accept and move forward to be the best and better. On the other hand, deficiency of emotional intelligence and work life balance make lot of suicides and other harmful incidents. Therefore, conclusion of the study affirms that there is internal connection for the EI and WL.

Keywords: (EI) Emotional intelligence, (EQ) Emotional Quotient, (IQ) intelligent quotient, (WL) work life, (WLB) work life balance, (HL) high level, (LL) low level

INTRODUCTION

Human being is respected, admired by their EI and their respect has been continuously increasing by their progressive way of intelligence during the life span. The human life depends up the happiness, sorrows, communication, and respectable rapport among the family and the society. Face is the index of the mind and this mind holds lot of sentiments and knowledge to handle the best and worst moments in life.

In a company, business success and failures depend on the employees' high and low EIs. So, the management needs to listen to the opinion of the employees and employees to follow the management rules; thus, the work life will be balanced.

NEED FOR THE STUDY

- Individual and organizational effectiveness are boosted by emotional intelligence.
- To increase the relationship level and presentation to be completed on time with work life balance.
- To identify the necessary skills and policies needed for employees WLB.

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- To manage unpredicted situations with balanced emotions and to a role model to students, it is good to know about EI.

EMOTIONAL INTELLIGENCE

The analysis speaks that the EQ works more than IQ; therefore, for the successful functioning of any organization, it is very central to apprehend, distinguish and manage the feelings of oneself and of assemblies. It is crucial for the organization's employee relations.

Stages of Emotional Intelligence

According to Goleman, there are five EI competencies: Motivation, Self-awareness, Self-regulation, Social skills and Empathy. These are the skills which support the union to achieve the goal very fast and in perfect manner for the impression of the students. The aptitude to create workplace values that inspire interaction among people and develop relationship, and ethics among co-workers create good employees. When relationship values are shared among employees, there will be more serenity, and this serenity brings unity among co-workers; the output of this quality brings involvement in the working area to complete the task on time; thus emotional intelligence is balanced [1].

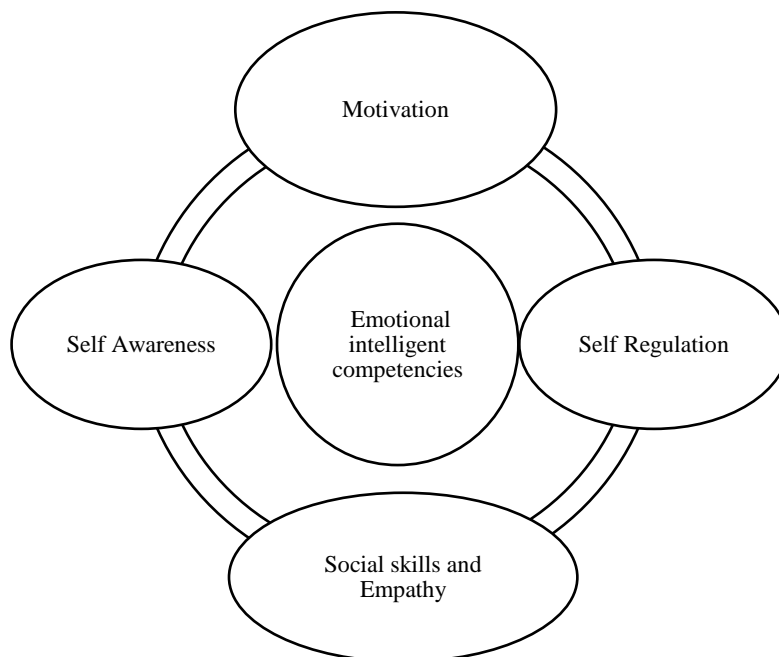


Figure 1. Stages of Emotional Intelligence.

Source: Online.

High Emotional Intelligence

- Smooth communication: peaceful mind.
- Respectable understanding: no contradiction.
- Time management: best performance.
- Willing to work: quality output.
- No stress: healthy life Figure 1.

Low Emotional Intelligence

- No healthy relationship.
- Inferior surrounding.
- Low esteem.
- Less human resources [2].

Areas to be Skilled

- Classifying emotions;
- Moderating emotions;
- Accepting emotions; and
- Amendable emotions.

WORK LIFE BALANCE

Work and life are two different variants in life. To live a happy life, the work is the folding ladder to increase the joy, but this formula of the life is changed into work for life means people give lot of preference for the work rather than life, therefore they fail to equilibrium in WLB. To comprehend this frailer equilibrium, the company needs to have good policies. If every worker has law enforcement agency in the working place, then the member of staff can have WLB [3].

Key Point for Work Life Balance

- Time balance: within a target, time needed to complete the task.
- Involvement balance: physically and mentally need to be balanced during working hours.
- Satisfaction balance: The level of satisfaction in the work.

Example

Mrs. Anna is a committed accountant who does her work without spark; therefore, her work life balance is maintained well through her healthy way of communication with co-workers, students and in family. Here we could analyse the time management, involvement and the satisfaction of work [4].

Relation Between Emotional Intelligence and Work Life Balance

The above topic contains the policies, turnover, absenteeism, and job satisfaction and organization commitment. Also, the management can make an arrangement for the employees, like a special donation for the employee's family for the betterment of the family life development [5].

Illustration

If you look at the good and hard work, policeman's work life balance is managed well because he used to keep up the timing, target, understanding etc.; therefore, his high emotional intelligence is higher and thus his life is balanced. On the other hand, in some case, the same title holding policeman work life is not balanced because of the low EI. Through this, we observe how a high degree of emotional intelligence can assist individuals maintain pleasant personal and professional lives by having an impact on their emotions. In another best example, work life balanced person in INDIA is Dr. A.P.J. Abdul kalam.

RESEARCH DESIGN

A research topic or problem's solution can be attained through the use of a plan, structure, and strategy termed as research design. In this research work, descriptive research design is adopted [6].

Sampling Procedure

A large population statistical analysed by observation.

Methods of Data Collection

Data, aspect has been collected through various resources in the management and segregated as below:

Primary Data

Primary source of data is the data which needs the personal efforts of collecting and which are not readily available. Primary data is the first-hand information, which has been collected directly from the employees.

Primary Data Collection

Questionnaires: I used questionnaires as tool to collect the response from 120 respondents among 200 employees in SJUIT in Tanzania.

Secondary Data

The secondary data are key variables, which play major part in the actual research. The data cannot be obtained in person within a short span of project life [7].

FINDINGS OF THE STUDY

- Most of them are aware of their strength and weakness, and they understand other's perspectives as well as respect people from varied backgrounds.
- Majority people are self-motivating, thus able to finish the target within given period of time and are sensitive to associates feelings.
- Every one capable of controlling their own emotions to miss out quality time with their family or friends because of work.
- No one is absent for work when they have healthy work life balance [8].

SUGGESTIONS AND RECOMMENDATION

- i. The organisation needs to raise the emotional intelligence of the current workforce in order to equip them to cope and overcome enormous risks and hardships at work.
- ii. Employers should focus on framing various guidelines and structures to facilitate work life balance to encourage and attract employees.
- iii. The research can use variables in the link with new arbitrating variables.
- iv. Organization should arrange stress management workshops or get-together etc. annually, in which they can participate with family which will help to balance their life and simultaneously improve their emotional intelligence [9].

CONCEPTUAL REVIEW

To make available and to progress the quality of life we should know to handle our emotional feeling and its benefits.

- Knowing about our feelings.
- Intellect of empathy.
- Learning to manage emotions.
- Finally handling the emotional problems [10].

CONCLUSION

This study aims to discover the connection between EI and WL in SJCT. Employees in the organisation require to be emotionally intelligent. This study has improved both comprehension of the numerous causes of emotions and emotional control. Higher organisational dedication, improved productivity, efficiency, the retention of top talent, and employee motivation will all result from this. This study confirms that EI and WL work together to foster organisational development and give businesses a competitive edge. Individuals and organizations need to work together to achieve work life balance.

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