

Gender Differences in Emotional Intelligence and Happiness among Corporate Professionals

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ABSTRACT

Emotional Intelligence (EI) and happiness are two crucial elements that profoundly affect the well-being and performance of corporate professionals in the contemporary, fast-paced work environment. This study used a quantitative research methodology to investigate the correlation between emotional intelligence and happiness among professionals in the Indian business sector. An easy selection method was used to pick 140 participants (70 men and 70 females), with data gathered using an online Google Form. In the present investigation, two instruments were employed: the Oxford Happiness Questionnaire (OHQ) and the Schutte Self Report Emotional Intelligence Test (SSEIT). The study's results indicate a positive correlation between Emotional Intelligence and Happiness, with no statistically significant gender differences seen in either variable.

Keywords: Emotional Intelligence, Happiness, Professionals, Gender, Satisfaction

I. INTRODUCTION

A person's capacity to manage their interpersonal interactions is often a determinant of their professional advancement and the success of their company in today's business environment. Emotional intelligence (EI) is a key component that affects workplace dynamics. Psychologist Daniel Goleman popularized the term "emotional intelligence" to describe a person's capacity to identify, analyze, control, and impact their own and other people's emotional states. These abilities are fundamental for people to work together in teams, deal with pressure, settle disagreements, and shape company culture as a whole. There has never been a more critical time for emotional intelligence in the workplace than now, due to the rising complexity of human connections, the velocity of technological development, and the intensity of competition.

Another important factor for corporate professionals is happiness, which is at the junction of emotional intelligence. There has been a shift in focus on workplace happiness or well-being as a critical component of personal fulfillment and business success. Having contented workers makes for a more innovative and productive workplace since people are more invested in what they do for a living. Having a positive emotional landscape, which is closely related to emotional intelligence, is frequently more important than monetary compensation or job satisfaction when it comes to making it at work. A person's level of happiness may be greatly affected by their capacity to control their emotions, react positively to adversity, and build meaningful connections.

Integral to emotional intelligence in the business world are the abilities to monitor one's own emotions, control one's impulses, understand others, and maintain healthy relationships. These components are essential for someone to have emotional intelligence and successfully handle the complexity of problems at work. Pros who are self-aware are able to identify their emotional states, strengths, and limitations; those who are self-regulated are able to productively control their emotions, even when faced with difficult conditions. In order to establish rapport and communicate effectively with coworkers, it is essential to have social awareness, which is the capacity to sympathize with them and comprehend the social dynamics of the workplace. Finally, managing relationships effectively requires emotional intelligence for influencing and inspiring others, settling disputes, and fostering collaboration for the achievement of shared objectives.

In contrast, happiness is more than just being happy; it encompasses a wide range of emotions and experiences. Job happiness, work-life balance, meaningful work, and the emotional environment of an organization are some of the ways it may be seen in the workplace. The capacity to form meaningful connections with coworkers and superiors, as well as a feeling of purpose, autonomy, and recognition, are all factors that contribute to an employee's level of job satisfaction. Importantly, there are organizational consequences to the pursuit of pleasure in addition to the personal ones. Organizational performance may be enhanced when workers are happy because they are more likely to be productive, creative, and part of a good work culture.

The difficulties encountered by business professionals in modern, high-pressure workplaces highlight the connection between emotional intelligence and contentment. Stress and burnout, which in turn reduce enjoyment, may result from working under continual change and with tight deadlines. By equipping people with the skills to manage their emotions, remain resilient, and have a good attitude, emotional intelligence serves as a barrier against these difficulties. Professionals with high emotional intelligence are better equipped to deal with these stresses, which in turn improves their health and happiness on the work.

Not only that, but businesses gain from employees' increased emotional intelligence, which benefits the company overall. A more emotionally aware workforce is more likely to be engaged, perform better as a team, and resolve conflicts more effectively. A growing number of companies are seeing the importance of emotional intelligence and are hence providing training programs to help their staff develop it. More harmony and productivity in the workplace are two outcomes that may result from these efforts to cultivate emotional competence, which in turn may improve the well-being of individuals and the company as a whole. Also, remember that being emotionally intelligent and happiness is a never-ending journey. Rather than being an inherent quality, emotional intelligence is a skill set that can be developed by practice, criticism, and introspection. Similarly, pleasure is not something you feel all the time but rather something that changes depending on your internal and external circumstances. Consequently, cultivating emotional intelligence and contentment among corporate professionals requires an enduring dedication to self-improvement, backing from inside the firm, and a culture that prioritizes emotional health.

II. OBJECTIVES

- To examine the relationship between emotional intelligence and happiness.
- To determine gender-based differences in emotional intelligence and happiness.

III. REVIEW OF LITERATURE

Kochhar, Megha & Tripathi, K. (2022). For businesses to run efficiently, employees' emotional and cognitive abilities are crucial. These days, when people talk about emotional intelligence (EI), they usually mean that they are happy, healthy, and emotionally intelligent. This research looked at the relationship between emotional intelligence and wellbeing among managers in both public and private banks, taking a look at the significance of emotional intelligence into consideration. Additionally, we looked at the possibility that disparities in professional rank and length of service had a bearing on the aforementioned factors. The research found that professionals from various industries, ranks, and years of experience had markedly varied perspectives. Similarly, the findings of the co-relational analysis showed that EI is strongly related to all of the key components of well-being (WB) (p.01). Sure, emotions impact decision-making, processing speed, and general cognitive abilities. With a higher EI, workers are less likely to experience disappointment and the depersonalization that comes with it because they are better able to find appropriate arrangements, work and apply emotional resources sensibly, and often quickly get social assistance in correspondence and cooperation with individuals.

Mishra, Deepanjali. (2022). It is impossible to deny the importance of emotional intelligence in business communication. The public's opinion of a corporation is crucial to its fortunes in today's business climate. Having emotional control and being courteous and thoughtful to one's team members puts a leader in a strong position. People used to do more than just follow orders and sit on their hands. There have been several cases when bosses' emotional outbursts caused their companies to lose their most effective personnel. Even when things go wrong, a smart leader understands to keep their cool. Charismatic leaders are favored by people of all cultures, and there are instances when emotional intelligence is seen to be more important than technical and cognitive abilities, particularly when it comes to social skills. This quality may be essential for business executives and companies that want to improve their cross-cultural leadership. This study provides a theoretical framework for understanding emotional intelligence and its role in effective corporate communication leadership, as well as the effects of emotional intelligence on different global leaders.

Purandare, Shraddha & Kumar, Atul. (2021). the ability to identify, understand, and control one's own and other people's emotions is known as emotional intelligence (EQ). It encompasses "a person's ability to monitor their thoughts and feelings in light of changing contexts, identify the emotions of others, use emotional information to guide thinking and behavior, and regulate their feelings so that they can achieve mental well-being". Employees with high emotional intelligence are able to assess circumstances more thoroughly. One hundred eighty-eight workers from 10 publicly traded Indian IT firms provided the data used in this article. According to the data study, workers who score higher on the emotional intelligence scale tend to be more efficient overall. In light of these results, the researcher suggests that we should all work to improve our emotional intelligence.

Sonker, Jooli. (2019). this research sets out to investigate, among high school seniors, the connection between emotional intelligence and happiness. Fifty male and fifty female students from different schools in Varanasi city made up the sample, which was selected using a random sampling procedure. The data was gathered using the Oxford Happiness Questionnaire and the Multidimensional Self-Report Emotional Intelligence Scale—Revised (MSREIS-R). A t-test and Karl Pearson's correlation coefficient (r) were used to analyze the data that was obtained. Among high school seniors, researchers discovered a strong positive correlation between emotional intelligence and happiness. When it came to emotional intelligence and happiness, there was a clear gender gap.

Ravikumar, Thangaraj & Dhamodharan, V. (2011) Research in this area aims to better understand the mental toughness, spirituality, and emotional intelligence of India's top business leaders. Both personal and professional obligations put a heavy burden on corporate leaders. It is critical to explore the impact of emotional intelligence and spiritual intelligence in the resilient behavior of corporate leaders, as well as how these executives deal with the stresses of their jobs and families. The research team used a survey approach to gather data by means of a standardized questionnaire. Krejcie and Morgan (1970) established that a minimum of 321 workers should be used for the sample size. The research used regression analysis to determine the impact of EQ and SG on the resilience actions of C-suite executives.

Rajendran, Diana et al., (2007) both academics and HR professionals have taken a keen interest in the idea of Emotional Intelligence (EI) in recent years. Although most studies have focused on Western nations, there has been some recent work evaluating the EI concept's validity and generalizability in cross-cultural contexts. In this study, we set out to determine how well the Swinburne University Emotional Intelligence Test (SUEIT)—Workplace version—carried out its intended task amongst an Indian sample. Despite much lower subscale means compared to the Australian normative population, the 110-person Indian sample showed sufficient reliability for the Workplace SUEIT. The findings are analyzed within the framework of the need to conduct cross-cultural evaluations of EI tests in order to determine their validity and cultural applicability. Evaluating the predictive validity of EI tests in the Indian setting requires researchers to use Indian workplace samples.

IV. RESEARCH METHODOLOGY

Research approach

The research employs a quantitative approach to data collection and analysis.

Sampling Technique

A convenient sampling technique was used for conducting the study.

Sample size

Total of 140 samples were selected from Professionals in the Indian Corporate Sector with 70 males and 70 females. The data was collected through online mode using google form.

Measures

Oxford Happiness Questionnaire (OHQ) was used to measure happiness. For the purpose of measuring subjective well-being, it is a 29-item questionnaire. In this case, a 7-point rating system is used to answer the questions. The reliability of the OHQ is 0.78 ($P < 0.001$), while the test-retest phases of the questionnaire have Cronbach's Alpha values of 0.84 and 0.87, respectively.

We employed the Schutte Self Report Emotional Intelligence Test (SSEIT), which was created by Schutte et al. (1998), to measure emotional intelligence. Typical emotional intelligence is the subject of the 33-item SSEIT self-report questionnaire. Scores between 33 and 165 show a higher level of distinctive emotional intelligence. Results showed that the test was both reliable (0.90% reliability) and valid (0.47% validity).

Statistical Analysis

In order to describe the demographic and psychological factors, descriptive statistics were used. These statistics include frequencies, percentages, means, and standard deviations. The significance of emotional intelligence in connection to happiness was investigated using Pearson's correlation test. Additionally, gender-based differences were determined using independent samples t-tests.

V. DATA ANALYSIS AND INTERPRETATION

Table 1: Age of the respondents

Particulars	Frequency	Percentage
21-30	40	28.57
31-40	60	42.86
41-50	30	21.43
Above 50	10	7.14
Total	140	100.0

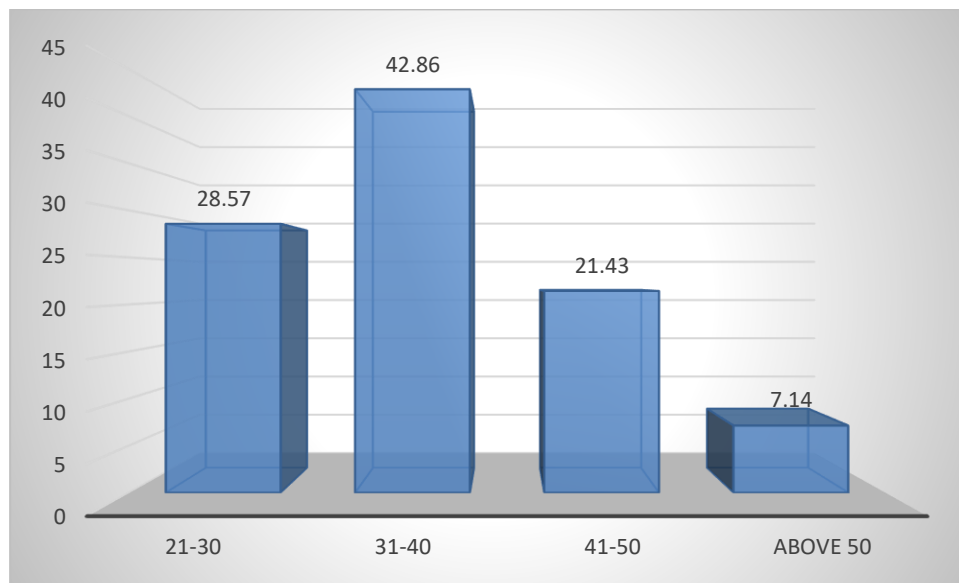


Figure 1: Age of the respondents

Table 1 reveals that middle-aged people make up the bulk of the respondents (42.86%), with the age group of 31–40 years being the most heavily represented. Then, there is a sizeable contingent of young people, with 28.57 percent of respondents falling into the 21–30 age bracket. Only 7.14 percent of the total respondents are 50 and older, with 21.43 percent falling in the 41-50 age bracket.

Table 2: Education of the respondents

Particulars	Frequency	Percentage
Under Graduate	20	14.29
Graduate	65	46.43
Post Graduate	35	25.0
PHD	15	10.71
Others	5	3.57
Total	140	100.0

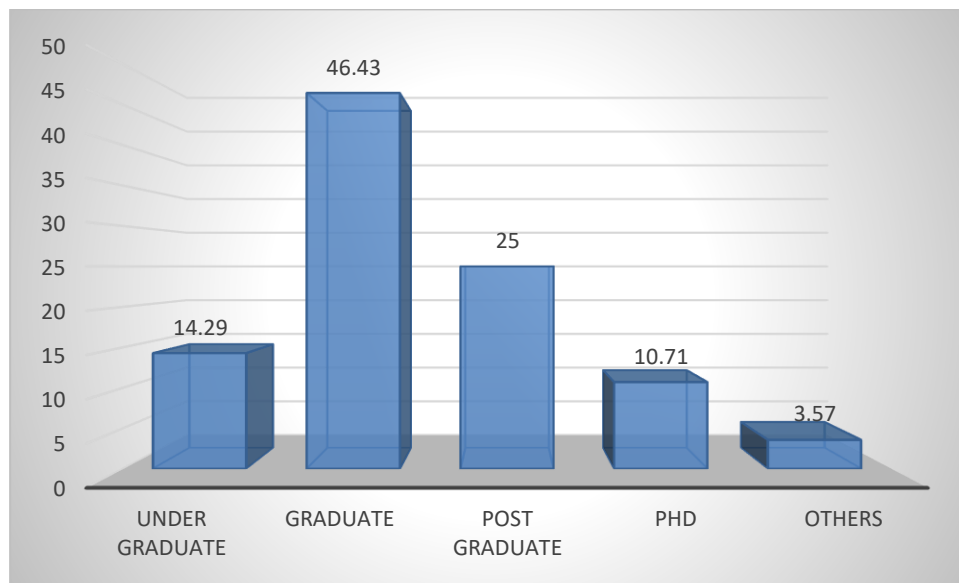


Figure 2: Education of the respondents

According to table 2, over half of the participants have finished their undergraduate degrees, as the majority, 46.43%, are graduates. With 25% of the total, postgraduates make up the second-largest group, indicating that there is a significant representation of people with advanced degrees. A small but significant proportion of respondents (10.71%) had doctoral degrees. A tiny percentage (3.57%) falls under the "Others" category, which may include those with diplomas or vocational training, while 14.29% have only completed an undergraduate degree.

Table 3: Experience of the respondents

Particulars	Frequency	Percentage
1-5 years	75	53.57
6-10 years	40	28.57
11-20 years	17	12.14
More than 20 years	8	5.71
Total	140	100.0

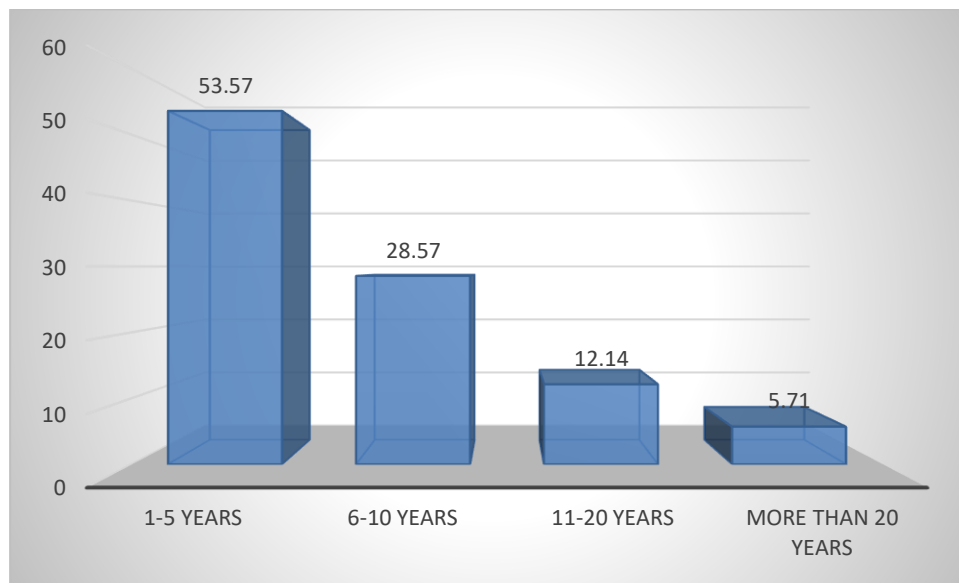


Figure 3: Experience of the respondents

The majority of the respondents (53.57%) have 1 to 5 years of experience, suggesting that they are mostly in the early stages of their careers, according to the data in table 3. Following this, a sizeable percentage of respondents (28.57%) had 6 to 10 years of experience, indicating a fair amount of professionals with intermediate levels of expertise. Very few people in the sample had extensive experience; only 12.14% have 11–20 years of work experience, and 5.71 % have more than 20 years.

Table 4 Descriptive table of Emotional Intelligence and Happiness

	N	Mean	SD
Emotional Intelligence	140	122.24	14.608
Happiness	140	4.1103	.71215

The results for emotional intelligence (M=122.24, SD=14.60, N=140) and happiness (M=4.11, SD=.712, N=140) are shown in table 4. Therefore, the Mean and Standard Deviation of emotional intelligence are substantially greater.

Table 5: Correlation between Emotional Intelligence and Happiness

	Emotional intelligence	Happiness
Emotional intelligence	-----	.590**

Emotional intelligence and happiness are correlated, as seen in Table 5. Findings for emotional intelligence (M=4.1103) and happiness (M=122.24) were similar. We discovered ($r=.590$) and ($p=.000$) with the assistance of the Pearson correlation test. The results show a strong correlation between EQ and contentment and happiness.

Table 6: Significant difference of male and female on Happiness

	Mean		SD		df	t	p
	Female	Male	Female	Male			
Happiness	4.1113	4.1093	.73739	.69305	138	.014	.989

According to table 6, there is no significant gender difference in happiness among professionals. The results showed that males (N=70, M=4.10, SD=.693) and females (N=70, M=4.11, SD=.737) had similar means and standard deviations in this regard.

Table 7: Gender difference in Emotional Intelligence among professionals

	Mean		SD		df	t	p
	Female	Male	Female	Male			
Emotional Intelligence	123.000	121.47	11.869	16.995	138	.537	.593

There was no statistically significant difference between the sexes when it came to emotional intelligence, according to the results of the analysis of the means and standard deviations of the two groups (N=70, M=123.00, SD=11.86 for females and N=70, M=121.47, SD=16.99 for males).

VI. CONCLUSION

The survey found that among corporate professionals in India, emotional intelligence was the most important factor in determining their happiness level. better levels of emotional awareness, self-regulation, empathy, and interpersonal skills are associated with better levels of well-being and life satisfaction, according to the statistically significant positive link between emotional intelligence and happiness. Emotional intelligence and happiness are psychological attributes that are equally distributed across genders in the workplace, as the results show no significant differences between males and females in these areas, even after accounting for gender-based variances. In order to increase employee happiness, resilience, and overall productivity, the results highlight the need of including emotional intelligence development programs within corporate training courses. The findings of this study support the increasing amount of data connecting emotional intelligence to psychological health and highlight the importance of companies promoting emotionally intelligent work environments.

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