



# Enhancing Emotional –Intelligence via Self- Management Technique among Wives of Dual Career Families

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## **ABSTRACT**

The present study has tried to enhance Emotional Intelligence of wives of Dual Career Families. The data was collected on 50 wives of Dual Career Families who had low emotional intelligence. It made use of purposive sampling in selecting respondents. The sample responded to the valid and reliable instrument. Hyde, Pethe & Dhar's (2002) Emotional Intelligence Scale was used to assess the level of EI. The scale measures the emotional competence of respondents across 10 dimensions: self-awareness scale, empathy scale, self-motivation scale, emotional stability scale, managing relations scale, integrity scale, self-development scale, value orientation scale, commitment scale and altruistic behavior scale. The respondents were given sessions of SMT who had low EI. Data was analyzed using Mean, SD and t-test. The results have revealed that Self-Management Technique was significantly found to enhance Emotional Intelligence of wives of Dual Career Families.

**Keywords:** -. Emotional Intelligence, SMT, Wives and Dual Career Families

## INTRODUCTION

Some of the pioneering researchers have defined EI as follows, “Emotional intelligence is the capacity for recognizing our own feelings and those of others, for motivating ourselves, and for managing emotions well in us and in our relationships. Emotional intelligence describes abilities distinct from, but complementary to, academic intelligence or the purely cognitive capacities measured by IQ” (Goleman, 1998). EI is important in shaping one’s personality, behavior, style, and abilities. EI enables one to learn to acknowledge and understand feelings in ourselves and respond to them, effectively applying the information’s and energy of emotions in our daily life and work (Hyde et al,2002). Emotional Intelligence involves understanding one’s emotions and addressing them in a healthy way that honors all concerned. (Gupta, N.2019).

EI may serve very important role in the lives of Dual Career Couples especially for the wives who bear the dual responsibilities to handle both work and family life effectively. So, the dual career family pattern offers an interesting situation in which men and women’s performance of various roles could be studied. To the extent that both men and women in the dual career families are involved in the parallel tasks of gainful employment together with homemaking and childcare. (Shukla, A & Gupta, N.,1994).

The present study has tried to explore the role of Self- management Training Self training is always better than taking classes from others as it directly involves more engagement and self-motivation of the respondents.

## Methodology

### Objectives:-

1. To identify Emotional-Intelligence of the respondents.
2. To identify the effectiveness of Self-Management Training in enhancing EI of wives of Dual career families.

## **Hypothesis**

SMT would significantly enhance EI among wives of Dual career families.

## **Sample**

A sample of 50 wives of Dual Career Families were chosen from Lucknow city. Only those respondents were selected for the study where both the husbands and wives were highly qualified professionals. Another precaution was made while selecting the candidates for the study i.e., only those respondents were selected for the study who were found to report low level of EI. The Mean age of the candidates ranging from 38.9-43 years .

## **Research Design**

The design which is used to conceptualize the study and analyze the data was before and after research design where same group of respondents were treated in before and after conditions.

## **Tool Used**

**Upinder Dhar, Anukool Hyde & Sanjyot Pethe's Emotional Intelligence Scale (2002)** was utilized to measure the level of Emotional Intelligence of the respondents. EIS, identifies 10 factors of emotional intelligence. The questionnaire has 34 questions, on a 5-point Likert scale. The reliability is 0.88 and validity is 0.93. EIS is a 170 point self-report measure of Emotional Intelligence, with 4 item self-awareness scale, 5 item empathy scale, 6 item self-motivation scale, 4 point emotional stability scale, 4 point managing relations scale, 3 point integrity scale, 2 point on self-development scale, value orientation scale , commitment scale and altruistic behavior scale. The total score reflects the emotional intelligence.

An emotionally intelligent individual is both highly conscious of his or her own emotional states, even negativity—frustration, sadness, or something more subtle—and able to identify and manage them.

(Gupta,2014, IRM)

## Self-Management Training Manual by Srivastava & Gupta (2016)

This manual is divided into 7 sections. Section one explains the nature & significance of self-management training (SMT) for adolescents. Self-Management Skills are important because they give a person more control & power to improve their lives. Section two is based on conceptual framework. This section provides guidance on how to plan and develop a Self-Management Program. It explains what is meant by active learning and also explains the time for each activity session. Most activities take approximately 1 hour since a lot of the activities are involved in Group Work & Discussions. The time may be fluctuated depending upon the efficiency & motivational level of the respondents. These sections involve on different type of activities. In all the activities, participants may be asked to think & talk about their ideas and feelings openly. They were also supposed to work either in groups or in pairs and in some activities the respondents were supposed to either address the whole group or to draw something together. Section wise activities

Name of the Activities	
<i>Section 3 Self Awareness</i>	
Mindfulness Breathing (Two Session)	Positive Strokes (Two Session)
<i>Section 4 Effective Communication</i>	
Chain of Communication (Two Session)	Drawing Together (Two Session)
<i>Section 5 Motivational Therapy</i>	
Motivational Stories (Two Session)	Audio-Video Technique (Two Session)
<i>Section 6 Games</i>	
Name Game (One Session)	Knots Game (One Session)

Section Seven- This section provides glimpses of whole Intervention program.

This Self-Management Training Manual can be adopted and used in different cultural contexts worldwide.

**Procedure:**

All the participants of the study were individually informed about the purpose of the study and were applied with EI scale. After the pretest the low EI respondents were provided with the sessions of SMT thrice in a week for 2 months by the researcher, while in other days they were instructed to practice the techniques by themselves twice a day i.e. early in the morning and at bed time. The participants were provided with daily record sheets which they fill up regularly and were checked twice weekly. After 2 months posttest was taken and the pre- test and post- test scores were statistically analyzed.

**Statistical-Analysis:**

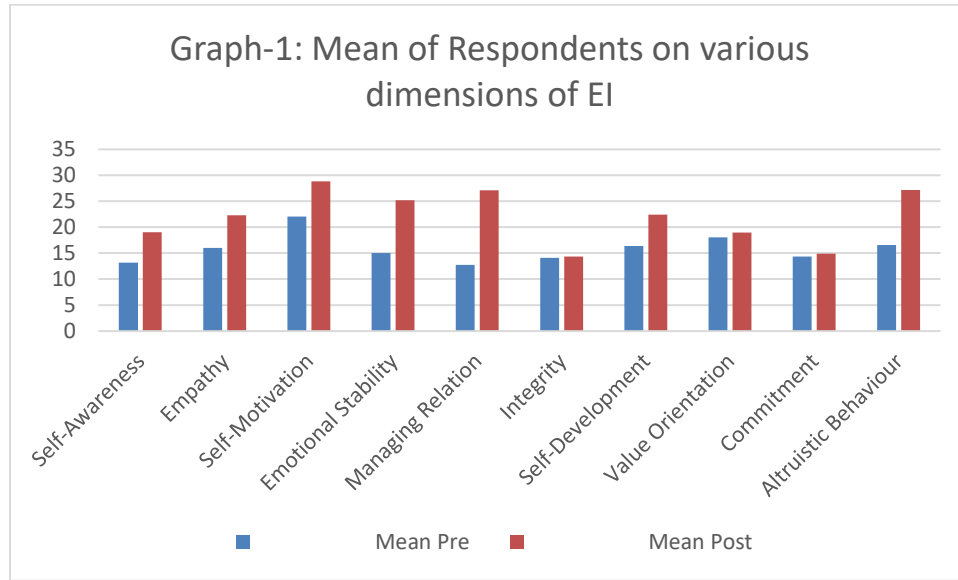
The obtained data were analyzed using Mean, SD and t-test.

**Results and Discussion-**The results obtained are as under:

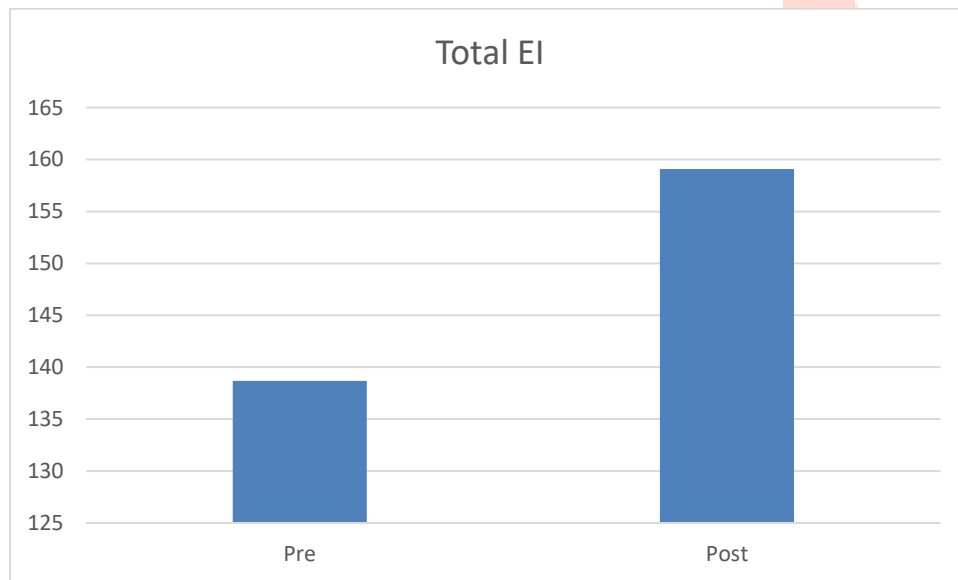
Table 1: - Mean, and t-value on emotional intelligence &amp; overall EI of Wives of Dual Career Families

Emotional Intelligence	Mean		t value
	Pre	Post	
Self-Awareness	13.17	19.00	3.19*
Empathy	16.00	22.29	4.01*
Self-Motivation	22.02	28.81	3.1*
Emotional Stability	15.01	25.19	4.02*
Managing Relation	12.77	27.12	4.5**
Integrity	14.09	14.33	0.89
Self-Development	16.35	22.44	4.19**
Value Orientation	18.06	18.99	1.11
Commitment	14.32	14.88	0.91
Altruistic Behaviour	16.54	27.13	3.11*
Total Emotional Intelligence	138.68	159.09	3.23*

\* =  $p < .05$ , \*\* =  $p < .01$ . Standard Deviations appear in parentheses below means.



Graph-2: Total EI of respondents in Pre & Post Conditions



As it is evident from the inspection of Table No 1 that t value on few dimensions of EI was found to be significant. These dimensions are Self Awareness, Empathy, Self-Motivation, Emotional Stability, Managing Relations, Self-Development, Altruistic Behavior and overall EI. It is clear from the inspection of Mean of

both the conditions that the EI of the respondents was enhanced in Self Awareness, Empathy, Self-Motivation, Emotional Stability Managing Relations, Self-Development, Altruistic Behavior and overall EI.

These results partially support the hypothesis of the present study stating that SMT would significantly enhance EI among wives of Dual career families.

It is clearly evident that wives of dual career families have reported significant improvement in self-awareness means being aware of what you are feeling; being conscious of the emotions within yourself. People who are in touch with their emotions are better able to guide their own lives. Team members need to be in touch with their emotions to interact effectively and appreciate emotions in others.

Those who can manage their emotions perform better because they are able to think clearly. So improvement on this dimension would definitely help females to cope up in both the spheres of their life. Managing emotions does not mean suppressing or denying them but understanding them and using that understanding to deal with situations productively. (Gupta,2014).

Relationship management includes the identification, analysis and management of relationships with people inside and outside of your team as well as their development. It is also vital in negotiating successfully, resolving conflicts and working with others toward a shared goal.

As it is evident from the inspection of Table no 1 and Graph-2 that Overall EI was also improved among wives of dual career families. It is noticed that Individuals with higher levels of emotional intelligence are less likely to succumb to the negative impacts of stressors, while effectively help individuals deal with negative emotions and promote more positive emotions in its place. So, the present study has suggested that SMRT is a very effective tool to enhance emotional intelligence of the respondents. Since SMRT is a very effective relaxation technique, it would help and support the individual to control emotions in a positive mode and handle them effectively. The results of the present study have been supported by the results of Ramaswamy et al (2018).

## CONCLUSION

Positive Emotions actually increases our chances of success (Lyubomirsky, King, & Diener, 2005). An emotionally intelligent individual is both highly conscious of his or her own emotional states, even negativity—frustration, sadness, or something more subtle—and able to identify and manage them. So, the present study may be fruitful in developing the EI among people as it is always helping in the growth of the individual. So the results of the present study may be helpful for policy makers and counselors to develop positive skills and ability to handle emotions among them. The results of the present study have suggested that SMRT was found to be effective in enhancing EI of respondents. The present study might prove to be beneficial in the counselling and therapy of the person suffering from low EI. So, it is need of the hour to identify level of EI and if it is low timely and preventive measures must be taken enhance it. Some program should be organized time to time to give training of handling one's emotions effectively otherwise it may have very devastating physical and mental effects on the personalities of the individuals.

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