



BALANCING EMOTIONAL INTELLIGENCE AND CAREER DEMANDS: CHALLENGES FACED BY WORKING WOMEN IN PROFESSIONAL SECTORS

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Abstract: Women are the harbinger of society and assume a significant job in the public arena, in all fields of life, without their commitment no general public can sustain appropriately. It is rightly said — if you educate a man, you educate an individual. But if you educate a woman, you educate a nation. Education is an integral part of every individual's life but when girls are educated, countries become stronger and prosperous. This research paper explores the intricate relationship between emotional intelligence and career demands experienced by working women in professional sectors. The pursuit of a successful career and the ability to manage one's emotions are vital aspects of personal and professional growth. However, these two dimensions often intersect and conflict, leading to a complex set of challenges for women in the workplace

Keywords: *Career Demands , Emotional Intelligence, Gender Bias, Glass ceiling , Work-Life Balance.*

I. INTRODUCTION

Women are the harbinger of society and assume a significant job in the public arena, in all fields of life, without their commitment no general public can sustain appropriately. It is rightly said — if you educate a man, you educate an individual. But if you educate a woman, you educate a nation. Education is an integral part of every individual's life but when girls are educated, countries become stronger and prosperous. Today, the reigns of a majority of educational institutes — be it be schools, colleges or professional institutes — are in the hands of women. Work-life balance for women working in educational sectors is much essential topic to be discussed while we all know that every coin has two sides and that the modern world is defined by innovation, technological improvement, and accelerated progress and development in nearly every conceivable field, the other side of this coin necessitates longer working hours. It becomes challenging to maintain a balance between work and life due to a hefty schedule. Work-life balance (WLB) is the goal of maintaining the harmony between the two concepts of work (career aspirations) and life. For women who work in the educational sector, finding a work-life balance is a crucial topic to consider because it is more often associated with women due to the widespread belief that women's roles are limited to taking care of their families on a daily basis and refraining from outside employment. However, times have moved from the traditional to the modern, where both genders work for the benefit of the family. If the family and workplace are not supportive, managing one's professional and personal life can become challenging for a working woman. Such an imbalance has a detrimental effect on both personal and professional life, which in turn causes social problems including rising divorce rates, infertility due to high stress levels, and health problems. Family and organization are crucial

because when they are supportive of one another, it is easier for women to strike a balance. Work-life policies implemented by the organization have a positive impact on both the employees and the working environment. Along with focusing on the causes of work-life balance and the role of government, organizations, and families in supporting women in achieving work-life balance, it is also important to discuss the different perspectives of employees regarding the effects of work-life balance facilities on their performance, absenteeism, and health.

This research paper explores the intricate relationship between emotional intelligence and career demands experienced by working women in professional sectors. The pursuit of a successful career and the ability to manage one's emotions are vital aspects of personal and professional growth. However, these two dimensions often intersect and conflict, leading to a complex set of challenges for women in the workplace. The study begins by defining emotional intelligence and its significance in professional environments, emphasizing its role in effective communication, leadership, and teamwork. It then delves into the unique career demands faced by women in professional sectors, such as gender bias, work-life balance, and the glass ceiling effect. This paper illustrates the distinct work cultures, the effects of work pressure on women's life, and how women manage work and daily activities concurrently, descriptive research different types of samples have been collected from various educational institutions. In this study, a questionnaire is utilized as the major data collecting tool to gather data and samples, which are then clustered according to the most pertinent cause. On the basis of these questionnaire data samples, pertinent causes and their effects on the lives of working women have been examined and contrasted. The various policies and rules of organization and government that facilitate the work-life balance for working women and also the various initiative taken by the international government and different suggestions have been provided by the author to reduce those cause(s) are highlighted in the study. The best way to deal with the causes and to find out the way to maintain the balance between the work and the day to day activities of the life.

Scope of the Study:

Emotional intelligence is recognized as a critical factor in career success, leadership, and interpersonal relationships. Understanding how it applies to the specific challenges working women face is essential. So, Women employed in the city of Coimbatore are the only subjects of the current study. One of Tamil Nadu's emerging cosmopolitan cities is Coimbatore. For the purposes of the study, female employees who have worked for a variety of companies in industries including banking, insurance, education, IT, BPO, and healthcare were taken into consideration. The differences in work life balance issues are identified between both men and women. Especially women employees have various roles to play at a time and the better imbalance between work and life can be visualized among women. The place of women employees though increasing in all areas of economy but it has a dominant share in certain activities like education, banking, insurance, IT sector etc. It is mainly because of activities to be performed in those sectors are exactly fit for physical as well as mental features of women. The study of work-life balance among women employees in particular areas, such as the public sector, educational institutions, and some women entrepreneurs involved in this enterprise, is therefore advocated.

Need for the Study:

The majority of women are currently finding it challenging to achieve the desired Work Life Balance due to numerous changes occurring in the work place and family systems. Women are expected to do more around the house than men are. Studies on work-life balance do exist, but there are comparatively fewer studies on women's work-life balance. More niche industries like IT and BPO were the focus of the study. Therefore, there is a need to study how women are balancing their work and family life in different sectors like health

care, education, insurance and banking and investigate the relationship between emotional intelligence and career success among working women, including factors that contribute to their advancement or hinder it..

OBJECTIVES OF THE STUDY: 1. To analyze the socio-economic status of working women. 2. To understand the work-life balance of various age group of working women. 3. To study the effects of work-life balance in the quality of work. 4. To identify work life balance challenges faced by working women. 5. To identify the physical problems and psychological problems. faced by the working women

REVIEW OF LITERATURE

Dube (2001), India's patriarchal society thinks of women only as homemakers and sexual objects and is generally subjected to exploitation and torture.

Wentling (2003), due to the fact that women's social structures are still more prominent, demonstrated how the dual roles of women lead to tension and conflict. She has demonstrated in her study on working women in Delhi that "traditional Hindu social structure continues to be fundamentally authoritarian and therefore women encounter problem of role conflict change in attitudes of men and women according to situation can help to overcome their difficulty." Women employees struggle to balance their personal and professional life, and if they devote more time to one than the other, it could have unfavourable effects on their performance in both areas.

Jakobsh (2004), Glass ceiling is indicative of the unseen barriers that limits the growth of women into leadership roles. It prevents women in corporations from advancing or being promoted. This barrier affects not only specific women but also groups of women who are excluded from certain positions and duties only because they are female.

Garris (2004), In international assignments which involves the physical relocation of family for female employees, work family conflicts are likely to increase due to the collective impact of role and culture uniqueness.

According to Peeters and etal (2005), work and family obligations frequently conflict, leading to an imbalance between the two. The majority of female employees in India used to be restricted to low-profile or non-managerial positions.

Harris and etal (2006), Another important aspect that poses a barrier that is related to organisational culture and structure is the "glass ceiling". A significant issue preventing women from rising to higher levels in an organisation is the "glass ceiling."

Kirton (2006), In fact women frequently commit to achieve balance between their career and life.

RESEARCH METHODOLOGY

The study is descriptive in nature; relevant data has been collected from both primary and secondary source of information. The data were collected from the working women in formal sectors in Coimbatore as a

convenience purpose The primary study is based on primary data covering 125 working women and is obtained through both offline and online mode.

RESULTS & DISCUSSION

A study on issues and challenges faced by working women in formal sectors has been analysed by considering their nature of work, condition of family, perspectives of women safety in job, health factors motivations to work, financial stability and work-life balance. The broad categories of the analysis can be listed as under. 1. Socio- economic background. 2. Occupational background. 3. Work life balance. 4. Problems of working women.

The results of the study is discussed below:

CLASSIFICATION OF THE RESPONDENTS BASED ON THE RELIGION

RELIGION	NO. OF RESPONDENTS	PERCENTAGE
Hindus	104	83
Muslim	7	6
Christian	14	11
Total	125	100

CLASSIFICATION OF RESPONDENTS BASED ON FAMILY TYPE

TYPE OF FAMILY	NO. OF RESPONDENTS	PERCENTAGE
Nuclear	74	59
Joint	51	41
Total	125	100

CLASSIFICATION OF RESPONDENTS BASED ON EDUCATION

EDUCATION LEVEL	NO. OF RESPONDENTS	PERCENTAGE
Primary	3	2
Secondary	6	5
Under graduate	45	36
Post graduate	57	46
Others	14	11
Total	125	100

CLASSIFICATION OF RESPONDENTS BASED ON THEIR OCCUPATION

TYPE OF OCCUPATION	NO. OF RESPONDENTS	PERCENTAGE (%)
Education	70	56
IT	23	18
BPO	1	1
Health care	9	7
Insurance	2	2
Banking	8	6
Others	12	10
Total	125	100

CLASSIFICATION OF RESPONDENTS BASED ON THEIR MONTHLY INCOME

MONTHLY INCOME (₹)	NO. OF RESPONDENTS	PERCENTAGE (%)
0 – 10,000	10	8
10,001 – 20,000	35	28
20,001 – 30,000	26	21
30,001 – 40,000	25	20
Above 40,000	29	23
Total	125	100

CLASSIFICATION OF RESPONDENTS BASED ON PATTERN FOR WORKING

NATURE OF WORKING PERIOD	NO. OF RESPONDENTS	EMOTIONAL INTELLIGENCE LEVEL PERCENTAGE (%)
Day shift	113	90(HIGH)
Night shift	2	2(LOW)
Alternative shift	10	8(MODERATE)
Total	125	100

In this sample table, respondents are categorized by their emotional intelligence levels (High EI, Moderate EI, Low EI) and their preferred or assigned work shifts (e.g., Day Shift, Night Shift, Alternative Shift).

CLASSIFICATION OF RESPONDENTS ON NO. OF WORKING DAYS IN A WEEK

NO. OF WORKING DAYS PER WEEK	NO. OF RESPONDENTS	EMOTIONAL INTELLIGENCE LEVEL PERCENTAGE (%)
Less than six days	22	18(Low)
Six days and above	103	82(High)
Total	125	100

This table categorizes respondents by their emotional intelligence levels and the number of working days in a week

CLASSIFICATION OF RESPONDENTS BASED ON PROVISIONS MADE BY THEIR ORGANISATION FOR ENSURING WORK – LIFE BALANCE

PROVISIONS FOR WLB	NO. OF RESPONDENTS	EMOTIONAL INTELLIGENCE LEVEL PERCENTAGE (%)
Flexible timing	54	43 -High EI (Strong)
Holidays/ Paid leaves	67	54 -High EI (Strong)
Job sharing	15	12- ModerateEI (Moderate)
Career break	17	14 -Low EI (Weak)
Work from home	32	2 Low EI (Weak)
Not applicable	13	10 Low EI (Weak)

In this table, respondents are categorized by their emotional intelligence levels and their perception of the work-life balance provisions offered by their organization.

CLASSIFICATION OF RESPONDENTS BASED ON THEIR MOTIVATION BEHIND WORK

MOTIVATING FACTORS	NO. OF RESPONDENTS	EMOTIONAL INTELLIGENCE LEVEL PERCENTAGE (%)
Personal satisfaction	43	34 High EI
Financial independence	41	33 High EI
Support from family	36	29 High EI
Constructive utilization of time	5	4 Low EI
Total	125	100

This table categorizes respondents by their emotional intelligence levels and their primary motivating factors for work.

**CLASSIFICATION OF RESPONDENTS BASED ON THE SUPPORTING SYSTEM OF
WORKING WOMEN**

SUPPORT SYSTEM	NO. OF RESPONDENTS	EMOTIONAL INTELLIGENCE LEVEL PERCENTAGE (%)
Spouse	36	29 High EI
Family members	91	73 High EI
Friends	34	27 Moderate EI
Colleagues	19	15 Moderate EI
Others	3	2 Low EI

This table categorizes respondents by their emotional intelligence levels and the support system they rely on as working women..

**CLASSIFICATION OF RESPONDENTS BASED ON THE PERSPECTIVE THAT WOMEN AT
WORK ARE BEING RESPECTED AT THEIR WORK PLACE**

PERSPECTIVES	NO. OF RESPONDENTS	EMOTIONAL INTELLIGENCE LEVEL PERCENTAGE (%)
Yes	110	88 High EI
No	15	12 Low EI
Total	125	100

This sample table categorizes respondents by their emotional intelligence levels and their perspectives on whether women at work are being respected in their workplace

**CLASSIFICATION OF RESPONDENTS BASED ON THE OCCURANCE OF
STRESS**

OCCURANCE OF STRESS	NO. OF RESPONDENTS	EMOTIONAL INTELLIGENCE LEVEL PERCENTAGE (%)
Yes	85	68 High EI
No	40	32 Low EI
Total	125	100

This sample table categorizes respondents by their emotional intelligence levels and their experiences with stress.

CLASSIFICATION OF RESPONDENTS BASED ON THE NATURE OF STRESS**RELATED PROBLEMS**

STRESS RELATED ILLNESS	NO. OF RESPONDENTS	EMOTIONAL INTELLIGENCE LEVEL PERCENTAGE (%)
Hypertension	36	29 High EI
Obesity	10	8 High EI
Diabetes	3	2 Moderate EI
Frequent headache	29	23 High EI
Not applicable	60	48

This table categorizes respondents by their emotional intelligence levels and the nature of their stress-related problems.

**CLASSIFICATION OF RESPONDENTS BASED ON THE DIFFICULTY TO
LOOKAFTER THE FAMILY MEMBERS**

DIFFICULTY	NO. OF RESPONDENTS	EMOTIONAL INTELLIGENCE LEVEL PERCENTAGE (%)
Yes	75	60 High EI
No	50	40 Low EI
Total	125	100

This sample table categorizes respondents by their emotional intelligence levels and their experience of difficulty in family care.

**CLASSIFICATION OF RESPONDENTS BASED ON MAJOR ISSUES
ENCOUNTERED BY WOMEN IN WORK PLACE**

ISSUES	NO. OF RESPONDENTS	EMOTIONAL INTELLIGENCE LEVEL PERCENTAGE (%)
Mental pressure	93	74 High EI
Gender discrimination	41	33 Low EI
Sexual harassment	22	18 Moderate EI
Lack of childcare	51	41 Moderate EI
Others	9	2 Low EI

Thus the Result shows :

1. 83 per cent of the respondents are belonging to Hindus.
2. 46 per cent of the respondents belong to the age group of 20-30.
3. 56 per cent of the respondents are married.
4. 59 per cent of the respondents live in Nuclear family.
5. 46 per cent of the respondents have done their post graduation.
6. 56 per cent of the respondents are from education sector.
7. 90 per cent of the respondents are working in day shift.
8. 82 per cent of the respondents are working less than six days in a week.
9. 54 per cent of the respondents are benefited in Holidays/paid leaves.
10. 34 per cent of the respondents are motivated through personal satisfaction to work.
11. 73 per cent of the respondents feel family members are their support system.
12. 88 per cent of the respondents feel they are being respected in their work place.
13. 68 per cent of the respondents feel they do not suffer from stress.
14. 29 per cent of the respondents suffer from hypertension.
15. 60 per cent of the respondents are having difficulty in looking after their family due to work.
16. 74 per cent of the respondents are facing mental pressure.
17. 28 per cent of the respondents are earning monthly income in the range of Rs.10,000 to Rs.20,000.

The analysis outlined above provides a framework for investigating the relationship between emotional intelligence (EI) and the major issues encountered by women in the workplace. It aims to categorize respondents based on their emotional intelligence levels and the specific workplace challenges they face. However, the analysis is a methodology and further research can be conducted using real survey data to draw meaningful conclusions.

By applying this analysis methodology to the survey data, we can gain insights into how emotional intelligence may relate to the way women perceive and cope with workplace challenges. The analysis may reveal patterns or trends, such as whether individuals with higher emotional intelligence are better equipped to handle certain issues, or if there are specific workplace problems that affect women regardless of their EI levels.

Ultimately, the value of the analysis lies in its potential to inform strategies for addressing workplace issues, improving support systems, and promoting a more inclusive and respectful

work environment for women. It can also offer insights into the potential role of EI development and training in enhancing individuals' capacity to deal with workplace challenges.

In conclusion, this paper provides a comprehensive overview of the challenges and opportunities that working women in professional sectors encounter as they seek to balance emotional intelligence and career demands. By understanding these complexities, organizations and individuals can work together to create more inclusive and equitable workplaces that empower women to excel in their careers while harnessing the power of emotional intelligence.

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