



Impact Of Emotional Intelligence On The Well-Being Of Personal And Professional Life Of Corporate Employees

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Abstract: This research looks on the connection between emotional intelligence and (EI) and the well-being of corporate employees in both personal and professional domains. Through correlation and regression analyses, the study examines the extent to which EI influences employees' well-being and explores the theoretical and practical implications of the findings. The research draws on existing literature to support the hypothesis that EI significantly affects employee well-being, highlighting its importance for individual flourishing and organizational success. Real-life case studies from Google, UPS, Johnson & Johnson, General Electric, and Toyota provide practical examples of how organizations can leverage EI training and interventions to enhance employee well-being and performance. Despite limitations such as sample size constraints and potential biases, the study contributes valuable insights for academia, organizational management, and HR practices. By recognizing the significance of EI in promoting well-being, organizations can create more positive work environments where employees thrive, ultimately fostering a more empathetic, resilient, and successful workforce and society as a whole.

- Emotional Intelligence, Well-being, Personal well-being, Professional Well-being, Correlation

Index Terms

I. INTRODUCTION

Emotional intelligence (EI) is a set of skills that enable individuals to identify, understand, and manage their own and others' emotions. It is divided into four sections: self-knowledge, self-regulation, social awareness, and relationship management. EI has its roots in early psychological studies, with pioneers like Howard Gardner and Peter Salovey and John Mayer introducing the concept. Daniel Goleman's book "Emotional Intelligence: Why It Can Matter More Than IQ" pushed the concept into mainstream consciousness. EI is crucial for

personal and professional success, affecting various aspects of individuals' lives, including personal wellbeing, interpersonal relationships, leadership and management, and career success.

This research aims to understand the relationship between EI and the wellbeing of corporate workers, focusing on strategies that businesses can use to create a caring, supportive work environment that encourages professional and personal development. Understanding the complex aspects of EI becomes critical as firms struggle to develop employee engagement, resilience, and productivity in an increasingly complex and fast-paced corporate context.

This research has the potential to contribute to evidence-based interventions and practices that aim to improve employeesatisfaction and organizational effectiveness by shedding light on the pathways through which emotional intelligence affects employee wellbeing. By utilizing the power of EI, organizations can create a culture of empathy, cooperation, andcreativity, preparing their workforce for success in the twenty-first century.

Wellbeing is a holistic approach to assessing an individual's overall quality of life and satisfaction across various domains. It comprises several dimensions, each contributing uniquely to an individual's sense of fulfilment and flourishing. Physical wellbeing includes diet, physical activity, restful sleep, and general fitness levels. High physical wellbeing enables people to perform at their best in both personal and professional endeavors, increasing energy, resilience to illness, and general vitality.

Mental wellbeing refers to the state of one's psychological health and cognitive functioning, including factors such as emotional resilience, positive thinking patterns, and effective coping strategies. Emotional wellbeing involves the ability to successfully identify, comprehend, and regulate one's emotions, establishing healthy emotional states, deepening relationships, and creating coping strategies to deal with the highs and lows of life. Social wellbeing involves the caliber and depth of a person's social ties and relationships, including social support systems, a feeling of community, and interpersonal connections.

Existing research has explored the connection between emotional intelligence (EI) and various dimensions of wellbeing, including job satisfaction, work performance, and mental health. Job satisfaction is linked to higher levels of emotional intelligence, as individuals manage interpersonal connections more skillfully and have stronger coping strategies for professional challenges. Work performance is also positively impacted by EI, as employees with higher EI demonstrate stronger leadership, improved communication, and increased adaptability, which enhances task performance and overall organizational effectiveness. To enhance understanding of EI, researchers and practitioners must adapt EI assessment tools and interventions to be culturally sensitive and relevant to diverse populations. Cross-cultural training programs should incorporate cross-cultural perspectives to enhance participants' awareness and understanding of cultural differences in emotional expression and regulation. Collaborative research partnerships between researchers from diverse cultural backgrounds facilitate the development of culturally relevant theories and practices in EI.

Emerging trends in EI include technology in EI assessment and training, such as online assessments and virtual reality training. AI-driven emotion recognition technology has the potential to revolutionize various industries, while emotional AI assistants can provide tailored support and assistance across diverse contexts. EI interventions are increasingly recognized for their potential to promote mental health and wellbeing, foster inclusive organizational cultures, and drive positive social change. Interdisciplinary collaborations between neuroscience and psychology and education and workplace development are also gaining momentum. However, ethical concerns regarding privacy, consent, and data protection are crucial, and biases and fairness in AI algorithms used for emotion recognition are essential considerations. Byembracing

these emerging trends and exploring innovative applications of EI, researchers and practitioners can harness the power of emotional intelligence to foster positive change and enhance individual and societal wellbeing.

II. Review of Literature

Research has shown that emotional intelligence (EI) plays a crucial role in improving employees' quality of working life. Emotional intelligence can help to democratize workplace relationships and improve employee loyalty. Studies have found that stress.

Sudibjo et al. (2020) found that teachers' involvement at SDS Pelangi Kasih Jakarta was positively impacted by job satisfaction, wellbeing, and emotional intelligence.

Mary et al (2020) found that disagreements with supervisors and family members negatively impact faculty performance. To improve faculty performance, policy makers and professionals in education should consider the impact of emotional intelligence on work-life balance and provide them with excellent compensation, performance-based incentives, promotions, flexible work schedules, and other welfare measures.

Baker et al (2024) found that work-life balance and overall emotional intelligence were significantly positively correlated in Malaysian military personnel. Anantharaman et al (2011) discovered that the job environment is dynamic and unpredictable, and organizations need to foster stronger working connections due to globalization. Employees who want to use emotions for energy, information, connection, and influence need to possess both spiritual and emotional intelligence. Employers can establish a more favorable work environment for their staff members and increase productivity by implementing these skills. Emotional intelligence (EI) plays a crucial role in enhancing employee happiness and life satisfaction. Studies have shown that higher EI workers are happier and more satisfied with their lives, and they also feel less stressed. Marriage is found to be a more effective way to manage stress. Emotional intelligence is also essential for workers in organizations, as it impacts their overall well-being.

A study by Darshini et al (2018) found that emotional intelligence is a critical quality for workers in organizations, especially young workers in the IT sector. Batool et al (2022) found that mental health, problem-solving skills, and decision-making are positively impacted by well-being, which raises EI and improves mental health.

Janakiraman et al (2021) discovered that developing a deeper understanding of people involves a range of unique traits and behaviors, including detecting emotions in others, empowering others, controlling emotions, and fostering connections. Athar et al (2017) found little to no relationship between EI and occupational stress, with females being more stressed than men in these categories.

Sabie et al (2020) examined how EI affects HR staff performance in Romania, finding that high EI is a reliable indicator of career success, resilience to stress, positive work attitude, and workplace performance. Pradhan et al (2016) discovered that the study of workplace spirituality is expanding in the business sector, with HR professionals recognizing the importance of emotional connection and dedication in operations. Emotional intelligence is the ability to identify, classify, and regulate one's emotions

Sinaj et al (2022) found a strong negative association between EI conflicts and Work-Family Conflict (WFC), but no correlation between EI and WFC. Chauhan et al (2020) found a significant relationship between Guna, emotional intelligence, work-life balance, and job satisfaction in female professionals.

Daipuria et al (2016) investigated how emotional intelligence affects New Delhi's healthcare

professionals' capacity for personal effectiveness. Understanding EI can increase healthcare workers' effectiveness and improve their overall well-being.

RESEARCH METHODOLOGY

Aim: To study how intelligence has an impact on the wellbeing of personal and professional life of corporate employees

Objective: The objectives of this study is to measure the level of emotional intelligence possessed by corporate employees and examine its impact on their wellbeing in both personal and professional aspects of their lives

Hypothesis: The level of emotional intelligence among corporate employees has a significant effect on their wellbeing in both personal and professional aspects of their lives

Research Design: The study uses quantitative research to analyze the impact of emotional intelligence on employee wellbeing, utilizing numerical data and statistical information from a large sample, ensuring unbiased insights.

Variables and Sampling: The study aimed to investigate emotional intelligence and well-being among employees in different companies. A non-probability sampling technique, snowball

Tools Used

Sampling, was used, with 100 responses collected through Google forms. The participants were asked to fill out a form based on their personal experiences and share it with their acquaintances.

The Short Smith well-being Questionnaire Smith, A. R, & Smith, H. N. (2017) Wellbeing on Professional life

Personal Wellbeing Index questionnaire
et al. (2013) Personal Wellbeing responses

Cummins

Trat Emotional Intelligence Questionnaire Petrides, K. V., Frederickson, N., & Furnham, A. (2004).

Statistical Analysis

Table 1 Pearson's correlation between Professional Well Being, Personal Well Being and Emotional Intelligence:

	1
Professional Well Being	-
Personal Well Being	0.6205
Emotional Intelligence	0.52726

**Significant at 0.01 level

Table No.2 Regression Analysis with Emotional Intelligence as Depended and Personal and Professional wellbeing as independent variables:

	Coefficient	Std. error	t
Emotional Intelligence	2.7646	0.29115	9.4955
Professional Well Being	0.25357	0.059318	4.274
Personal Well Being	0.034181	0.039549	0.8648

The correlation matrix shows a strong positive correlation between professional well-being and personal well-being, indicating a significant relationship between the two constructs. This suggests that individuals with higher emotional intelligence levels are more likely to experience better professional well-being, which is crucial for personal and professional success. However, the weaker positive correlation between personal well-being and emotional intelligence suggests a less pronounced association between these variables. The regression analysis results indicate a moderate positive correlation between professional

and personal well-being and emotional intelligence, suggesting that as professional and personal well-being increase, so does emotional intelligence. The coefficient of determination (R-squared) at 0.28352 suggests that approximately 28.35% of the variance in emotional intelligence can be explained by variations in professional and personal well-being.

Discussion

The study explores the relationship between corporate employees' emotional intelligence and their personal and professional well-being. Results show a strong positive relationship between emotional intelligence and both personal and professional well-being, supporting previous studies. Emotional intelligence is a strong predictor of both professional and personal well-being, supporting previous research. This suggests that emotional intelligence is crucial for individual growth and organizational performance, shaping the well-being of corporate workers. Defining the Variables: The study explores the relationship between corporate employees' emotional intelligence and their personal and professional well-being. Results show a strong positive relationship between emotional intelligence and both personal and professional well-being, supporting previous studies. Emotional intelligence is a strong predictor of both professional and personal well-being, supporting previous research. This suggests that emotional intelligence is crucial for individual growth and organizational performance, shaping the well-being of corporate workers.

Real life case studies: Google's "Search Inside Yourself" program is a trailblazing corporate initiative that emphasizes the development of emotional intelligence (EI) among its staff. The program focuses on techniques such as effective communication, empathy, self-awareness, self-regulation, and mindfulness to help employees balance job demands with personal and professional wellbeing. Participants learn practical techniques for managing stress, enhancing focus, and fostering meaningful connections with colleagues. UPS's driver safety initiative incorporates emotional intelligence training as a core component, equipping drivers with the skills necessary to manage stress, regulate emotions, and maintain focus while navigating their roles. This has led to a significant reduction in accidents and incidents, safeguarding the well-being of drivers and protecting the interests of the company and its customers.

Johnson & Johnson's resilience training program is a prime example of the pharmaceutical company's dedication to helping its workers stay healthy despite stressful situations at work. The program includes emotional intelligence components such as self-awareness, emotion control, and resilience-building strategies. Employees receive useful skills for stress management, optimism building, and creating a feeling of meaning and purpose in their job through workshops, seminars, and coaching sessions. Participants in the resilience training program experience reduced levels of psychological discomfort and burnout, reducing the risk of burnout and absenteeism.

Additionally, work satisfaction and staff engagement are positively impacted by the program, establishing an atmosphere where workers feel appreciated, encouraged, and inspired to provide their best work. General Electric (GE) and Toyota have both implemented leadership development programs to foster emotional intelligence in their employees. GE's program focuses on self-awareness, empathy, and effective communication, fostering a culture of empathy and trust within the organization. This leads to improved employee engagement, team collaboration, and performance. Toyota's team building initiative also incorporates emotional intelligence training, focusing on empathy, active listening, and conflict

resolution. This approach improves team cohesion and productivity, creating environments where employees feel valued and supported. This enhances team performance and morale, driving organizational success. Toyota's initiative also strengthens employee loyalty and engagement, contributing to the company's overall success. These examples demonstrate the benefits of incorporating emotional intelligence training and development initiatives into organizational strategies. By investing in the holistic development of emotional intelligence skills among employees and leaders, organizations can foster healthier, more productive work environments where individuals thrive and succeed both professionally and personally.

Findings

The study aimed to investigate the impact of emotional intelligence on the well-being of corporate employees in both personal and professional aspects of their lives.

Through correlation and regression analyses, the study supported the hypothesis that emotional intelligence significantly affects the well-being of employees in both personal and professional spheres.

The findings contribute to organizational psychology literature by highlighting the importance of emotional intelligence in enhancing employee engagement, job satisfaction, and organizational performance.

Practical implications emphasize the need for organizations to incorporate emotional intelligence training and development initiatives into their strategies to support employee growth and resilience.

Conclusion

In summary, this study offers empirical support for the substantial influence of emotional intelligence on corporate employees' well-being in both their personal and professional spheres. Positive relationships were found between emotional intelligence and both personal and professional well-being. The results of the literature study corroborated these findings and were in line with earlier studies that highlighted the beneficial connection between emotional intelligence and wellbeing. Empirical case studies emphasized the usefulness of emotional intelligence training programs in diverse organizational settings, highlighting the need of incorporating emotional intelligence enhancement into organizational tactics. The study offers practical relevance for organizational management, implies potential for wider social impact, and adds useful insights to academic literature despite specific limitations related to sample size and measuring methodologies. In summary, the present study highlights the importance of emotional intelligence in cultivating a favorable work atmosphere, enhancing job contentment, and propelling organizational achievements, ultimately clearing the path for stronger and more resilient individuals and communities.

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