

A STUDY ON EMOTIONAL INTELLIGENCE OF FACULTIES IN HIGHER EDUCATION WITH SPECIAL REFERENCE TO THE VIRUDHUNAGAR DISTRICT

Introduction

Development of nation depends upon the quality of education imparted to its citizen, which in turn depends upon the quality of teachers. The quality of the teachers is judged through his work and behaviors, which in turn depends upon how well a teacher is satisfied with himself / herself and his / her environment. A teacher, who is happy with his job, plays a pivotal role in the upliftment of society. Well-adjusted and satisfied teacher can contribute a lot of the well being as his/her pupils. A dissatisfied teacher can become irritable and may create tensions which can have negative influences on the students learning process and it consequently affects their academic growth to satisfaction implies the overall adjustment to work situation. Attitude is readiness to react toward or against some situation, person or things in a particular manner.

The study focuses on emotional intelligence of teachers in higher education, virudhunagar , the present study is an attempt made to know the teacher's awareness about his/her emotions, the reaction to various emotional situation and to find out whether they are capable of differentiating between emotion level of reaction and to their intellectual level. Family problem, negative comments from higher authorities peer etc., will induce negative emotions from the teachers. These are the major problems that every institution and the students were facing in the current scenario. This study helps to control their emotional intelligence. This study checks the emotional intelligence of teachers on the basis of four quadrants. The first quadrant is self-awareness which includes emotional self awareness, accurate self-assessment, and self-confidence. The second quadrant is other awareness which focus on empathy, organizational awareness, and service orientation. The third quadrant is self-management which includes self-control, trustworthiness, conscientiousness, adaptability, achievement orientation and initiative. The fourth quadrant is social skills which includes team work and collaboration, developing others, influence, communication, leadership and conflict management. The present study elicits information on the extent to which the candidates are emotionally stable to handle the emotions among themselves and others. Consequently, the institution can do well with adjusted teams. A teacher, who is not able to control his /her emotional intelligence, can't become an effective teacher to the students and for institutions. Hence the study is undertaken.

Objective study of the study

To assess the emotional Intelligence of the teachers on higher education

To examine the level of emotional intelligence among teachers working in higher education based on gender, age, qualification and work experience.

To find out the importance of emotional intelligence in personal, academic and career success of teachers in higher education

To measure the relationship of emotional intelligence on Teachers performance.

To test the impact of different dimensions of Emotional Intelligence on teachers performance empirically.

LITERATURE REVIEW

Many studies on Emotional Intelligence and its importance on faculties were conducted. According to UWMR Sampath Kappagoda (2014), faculties who possess high emotional intelligence maintains good work to family relations. The study concluded that maintaining of good emotional intelligence helps in balancing family- work responsibilities.

Aravind Hans and SoofiAsra (2013) conducted a case study on emotional intelligence on faculties in private educational institutions in Muscat. The study concluded that the faculties possess higher levels of emotional intelligence.

In 2012 Mondal and Bandyopadhyay studied the nature of EI among secondary level school faculties in west Bengal and concluded that some of the demographic features have an impact on emotional intelligence.

Varalakshmi and Krishnamurthy (2011) conducted a study on employees working in an educational institution to analyse the impact of emotional intelligence. The questionnaire was constructed in five parts and the sample size was 200. The study revealed that motivation and efficiency of employees directly related to emotional intelligence.

Mousavi, Tarasi and Nosrat (2012) concluded that there is a significant between job satisfaction and emotional intelligence among physical education faculties.

Similarly, Haskett (2003), Hwang (2007) and Drew (2006) found significant links between various aspects of effective teaching and EI competencies.

According to Stein & Book(2000), Intra-personal EI competencies, and in particular emotional self-awareness, are key to successful teaching and handling of challenges faced by teachers as teaching is a highly emotional profession.

Jennings & Greenberg, (2009) states that EI, and in particular emotional self-awareness allows teachers to recognize and understand their emotions in the classroom and to anticipate the effects of their emotional expressions on interactions with others. They also enable teachers to identify personal emotional difficulties and use reflective approach in negatively charged situations

SCOPE OF STUDY

Study aims to identify the influence of EI on faculties' of Higher Education at Virudhunagar District. The study will provide a base in determining the influence of EI in faculties' professional and personal success and helps the institutions to make use of this to achieve their goals which will further help the institutions to create best ideas and draw suitable plans to increase the level of emotional intelligence of their teachers.

RESEARCH FRAME WORK

5 aspects of emotional intelligence were taken into consideration and questionnaire was framed based on the above 5 aspects to study the impact of EI among faculties.

The 5 aspects of EI taken into consideration for the study are

Emotional self-awareness

Self confidence

Emotional self –control

Achievement

Developing others

Research Design

For this study descriptive statistics and analysis was adopted based on the questionnaire survey

Sampling Design

For this study, random sampling technique was adopted and 300 questionnaires were distributed among the faculties of higher education in virudunagar district

Sampling Unit

Sample unit for the study consists of faculties who are teaching in both UG and PG higher education in virudunagar district