

**A DESCRIPTIVE STUDY TO ASSESS THE EMOTIONAL INTELLIGENCE OF
EMPLOYED WOMEN IN RELATION TO SELECTED DEMOGRAPHICAL VARIABLES
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Article Received on 24/01/2025

Article Revised on 14/02/2025

Article Accepted on 04/03/2025

ABSTRACT

A descriptive study was conducted to assess the emotional intelligence of employed women in relation to selected demographical variables at Crescent College of Nursing, Kannur. A non-experimental descriptive research design is used for this study. A purposive sampling technique is used to select the 100 employed mothers of B.Sc. Nursing students. The tools used include a demographic variable questionnaire and a standardized emotional intelligence assessment developed by Dr Nicola Schutte. Reliability was tested by calculating Cronbach's alpha. Data was collected from March 7, 2023, to April 10, 2023, after obtaining prior permission from the concerned authority following the PTA meeting held at Crescent College of Nursing, Kannur. Informed consent was obtained from the participants, and ethical considerations were followed. Approximately 25 to 35 minutes were taken to complete the questionnaire. The study surveyed 100 employed women. Most were aged 46–55, highly educated (84% graduates or professionals), and from nuclear families (82%). Most were middle-class (94%) and predominantly Hindu (64%). Common occupations included government (38%) and professional jobs (36%). The analysis reveals that most employed women display strong emotional intelligence, with the majority agreeing or strongly agreeing on their ability to perceive emotions, manage their own and others' emotions, and utilize emotions effectively. The analysis shows a significant association between education and emotional intelligence among employed women. Higher education levels are linked to a better perception of emotions, managing one's own and other's emotions, and utilizing emotions effectively, as indicated by chi-square values and p-values below 0.05. The study highlights that most employed women exhibit strong emotional intelligence, with education significantly enhancing all its dimensions. However, family type, financial status, and religion (except for managing own emotions) showed no significant association. These findings suggest that education-focused interventions can improve emotional intelligence, benefiting women's personal and professional lives.

KEYWORDS: Emotional intelligence, Employed women, demographic variables.**INTRODUCTION**

In today's world, having a job is a critical aspect of life. It provides a platform to engage with society, showcase one's abilities, and foster a sense of self-worth. Traditionally, most married women stayed home in India, focusing on household responsibilities rather than pursuing work outside. The findings indicate that Indian women spend ten times more time on tasks like unpaid domestic work and caregiving compared to men, a much higher ratio than seen in many other parts of the world.^[1] However, with the rapid social transformation in various aspects of Indian society, the roles and status of women are evolving quickly. Today, many women balance both their professional careers and family life effectively. Women's employment is vital in enhancing their quality of life and overall well-being. However, their economic

welfare and living standards may not significantly improve if they are confined to low-paying jobs driven by necessity.^[2]

Emotional intelligence encompasses identifying and understanding the meanings behind emotions, recognizing their interconnections, and using this understanding to reason and solve problems.^[3] It involves perceiving emotions, integrating emotion-related experiences, interpreting the information conveyed by emotions, and effectively managing them.^[4] Emotional intelligence plays a crucial role in managing an individual's emotions, which is especially significant in today's modern society.^[5]

Research indicates that individuals with high emotional intelligence (EI) tend to achieve greater career success, foster more robust professional and personal relationships, and maintain better overall health than those with lower EI levels.^[6] High EI enables individuals to handle workplace stress effectively and navigate the emotional dynamics of colleagues, contributing to improved job satisfaction and professional achievement.^[7]

NEED FOR STUDY

Emotional intelligence plays a vital role in today's work environment, requiring key competencies such as emotional awareness, self-assessment, confidence, and the drive to achieve shared goals.^[8,9] According to Carmeli (2003)^[10], individuals with higher emotional intelligence tend to maintain a consistently positive mood. This emotional stability contributes to greater job satisfaction and overall well-being when compared to those with lower emotional intelligence. Similarly, Singh (2003) observed that the level of emotional intelligence required for success can vary depending on one's professional field, highlighting the contextual nature of its importance.^[11]

In today's dynamic work environment, emotional intelligence (EI) has become a critical factor influencing personal and professional success. Research has extensively explored the relationship between emotional intelligence and demographic factors, including age, gender, geographic location, and socioeconomic status. Many investigations have aimed to understand how these variables influence emotional intelligence in individuals. These studies consistently highlight the importance of considering demographic characteristics when analyzing emotional intelligence.

By addressing these aspects, the study contributes to a deeper understanding of how emotional intelligence can be harnessed to empower women, improve workplace dynamics, and support their overall well-being. Conducting a descriptive study to assess the emotional intelligence of employed women with selected demographic variables is essential to understand how factors such as age, education, occupation, and socioeconomic status influence emotional intelligence. This insight can help identify patterns, address challenges specific to this group, and design targeted interventions to enhance their emotional well-being and workplace performance.

OBJECTIVES OF THE STUDY

1. To assess the emotional intelligence of employed women
2. To find the association between the emotional intelligence of employed women and selected demographic variables.

HYPOTHESES

- H0 There is no significant association between the emotional intelligence of employed women and selected demographic variables
- H1 There is a significant association between the emotional intelligence of employed women and selected demographic variables.

METHODOLOGY

Research Approach: A descriptive survey approach is adopted to portray the emotional intelligence among employed women.

Research design: A non-experimental descriptive research design is used for this study.

Settings: Crescent College of Nursing, Kannur.

Target Population: Employed women.

Accessible Population: Employed women visiting Crescent College of Nursing, Kannur to attend the PTA Meeting.

Sampling Technique: Non-probability purposive sampling technique.

Sample size: 100 employed mothers of B.Sc. Nursing students.

VARIABLES

Dependent variables: Dependent variables related to emotional intelligence include self-awareness, self-regulation, social skills, empathy, and motivation.

Independent variables: Family, religion, occupation, and economic status are the independent variables measured.

Criteria for the sample collection

Inclusion criteria

All employed women who are

1. The employed mothers of the students enrolled in Crescent College of Nursing.
2. Willing to participate in the study.
3. Able to communicate in Malayalam
4. Available during the period of data collection.

Exclusion criteria:

All employed women who are

1. Not the mother of a student enrolled in Crescent College of Nursing
2. Not willing to take part in the study.
3. Not able to communicate in Malayalam.

Tool of the study: The study consists of a demographic variable questionnaire and a standardized tool developed by Dr Nicola Schutte. Permission was obtained from Dr Nicola Schutte for the Emotional Intelligence Scale. In the present study, the researcher used standardized tools

that, are selected based on the literature review and in consultation with experts from the field of nursing and psychology.

Validity: Five experts validated the tool. Accepted the suggestions and corrections made by the experts and made the necessary corrections.

Reliability: Following administrative approval, a pilot study was conducted among 10 employed women. Reliability was estimated by calculating Cronbach's alpha. The computed value for the emotional intelligence scale was 0.902.

Data Collection: Data was collected from March 7, 2023, to April 10, 2023, after obtaining prior permission from the concerned authority at Crescent College of Nursing, following the PTA meeting. Informed consent was obtained from the participants, and ethical considerations were followed. Approximately 25 to 35 minutes were taken to complete the questionnaire.

Data Analysis and Interpretation: Descriptive and inferential statistics were used to analyze and interpret the data.

RESULTS AND DISCUSSION

SECTION I: Description of the Demographic Variables.

Table 1. Frequency and percentage distribution of employed women according to demographic variables

Sl no	Variables		Employed women (n=100)	
			Frequency	Percentage
1	Age in years	<45	2	2%
		46- 50	37	37%
		51– 55	36	36%
		56 --60	26	25%
2	Educational status	Illiterate	0	0%
		Primary school level	0	0%
		Secondary school level	5	5%
		Higher Secondary	11	11%
		Graduate /postgraduate	44	44%
		Professional Education	40	40%
3	Family type	Nuclear	82	82%
		Joint family	17	17%
		Extended	1	1%
4	Financial status	Low class	4	4%
		Middle class	94	94%
		Upper class	2	2%
5	Religion	Hindu	64	64%
		Christian	33	33%
		Muslim	3	3%
6	Occupation	Self-employment	2	2%
		Professional	17	17%
		Govt service	38	38%
		Non govt employment	12	12%
		Any other job	13	13%

The majority of employed women in the study are aged 46–55 years (73%), have graduate/postgraduate (44%) or professional education (40%), and belong to nuclear families (82%). Most are from a middle-class background (94%), with Hindu (64%) being the predominant religion. In terms of occupation, government service (38%) and professional jobs (36%)

are the most common. Similar to the findings of Gautam and Khurana (2018)^[12], this study also observed that demographic variables such as age, gender, and work experience influence emotional intelligence scores among middle-level managers. This supports the idea that demographic characteristics contribute to variations in emotional intelligence.

SECTION II: Analysis of Emotional Intelligence of Employed Women

Table 2: Frequency table of responses from Employed Women.

Category	Perception of Emotion				
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Employed Women	2	5	6	46	41

The table presents that a significant majority of employed women somewhat agree (46%) or strongly agree (41%) with the statements related to perception of emotion, indicating a positive outlook. This suggests that

most employed women in the sample have a favorable perception of emotions, reflecting a strong understanding and acknowledgment of emotional intelligence.

Table 3: Frequency table of responses from Employed Women on managing own emotions. (n=100)

Category	Managing Own Emotions				
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Employed Women	2	3	2	43	50

The table shows the analysis of employed women's responses regarding their ability to manage their own emotions: A majority of employed women somewhat agree (43%) or strongly agree (50%), indicating confidence in managing their emotions. A small

proportion neither agree nor disagree (2%), suggesting neutrality. This shows that most employed women in the sample positively perceive their ability to manage their emotions, a key aspect of emotional intelligence.

Table 4: Frequency of responses from Employed Women on managing others' emotions. (n=100)

Category	Managing Others' Emotions				
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Employed Women	2	3	5	52	38

Most employed women somewhat agree (52%) or strongly agree (38%), indicating confidence in managing the emotions of others. It shows that most employed women in the sample perceive themselves as capable of

effectively managing the emotions of others, demonstrating strong interpersonal emotional intelligence.

Table 5 Frequency of Responses of Employed Women on Utilization of Emotion (n=100)

Category	Utilization of Emotion				
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Employed women	2	4	12	44	38

A majority of employed women somewhat agree (44%) or strongly agree (38%), indicating a positive perception of their ability to utilize emotions effectively. This suggests that most employed women in the sample feel

confident in their ability to utilize emotions constructively, highlighting an essential aspect of emotional intelligence.

SECTION III: Association between employed women concerning demographic variables

Table 6: Association between education and emotional intelligence employed women.

Variable	Chi-Square Value	Degrees of Freedom	P- Value	Inference
Perception of Emotion	38.70	16	0.001	Associated
Managing Own Emotions	38.01	16	0.002	Associated
Managing Others Emotions	31.87	16	0.010	Associated
Utilization Emotions	32.29	16	0.009	Associated

The chi-square test indicates a significant association between education and various aspects of emotional intelligence among employed women. Specifically, education is significantly associated with perception of

emotion ($p = 0.001$), managing own emotions ($p = 0.002$), managing others' emotions ($p = 0.010$), and utilization of emotions ($p = 0.009$).

SECTION IV: Association between family type and emotional intelligence of employed women

Null Hypothesis H_0 : There is no association between family type and emotional intelligence

Table 7: Association between family type and emotional intelligence

Variable	Chi-Square Value	Degrees of Freedom	P- Value	Inference
Perception of Emotion	7.98	8	0.436	Independent

Managing Own Emotions	9.53	8	0.300	Independent
Managing Others Emotions	8.89	8	0.352	Independent
Utilization Emotions	5.69	8	0.682	Independent

The p-values for all emotional intelligence variables are greater than 0.05, indicating no significant association between family type and emotional intelligence.

Therefore, the null hypothesis is accepted, confirming that family type and emotional intelligence are independent.

Association between financial status and emotional intelligence of employed women

Null Hypothesis H_0 : There is no association between financial status and emotional intelligence

Table 8: Association between financial status and emotional intelligence.

Variable	Chi-Square Value	Degrees of Freedom	P- Value	Inference
Perception of Emotion	4.92	8	0.766	Independent
Managing Own Emotions	1.20	8	0.997	Independent
Managing Others Emotions	8.33	8	0.402	Independent
Utilization Emotions	12.34	8	0.137	Independent

There is no significant association between family type and emotional intelligence among employed women, as all p-values are greater than 0.05.

Association between Religion and Emotional Intelligence of Employed Women

Null Hypothesis H_0 : There is no association between religion and the Emotional Intelligence of employed women.

Table 9: Association between Religion and Emotional Intelligence of.

Variable	Chi-Square Value	Degrees of Freedom	P- Value	Inference
Perception of Emotion	11.90	8	0.156	Independent
Managing Own Emotions	10.09	8	0.283	Independent
Managing Others Emotions	9.71	8	0.286	Independent
Utilization Emotions	10.03	8	0.263	Independent

There is no significant association between religion and emotional intelligence among employed women, as all p-values are greater than 0.05. Religion does not influence the perception of emotion, managing own emotions, managing others' emotions, or utilization of emotions.

CONCLUSION

The present study established the significance of emotional intelligence (EI) among employed women and its association with key demographic variables. The findings highlight that most employed women exhibit a positive perception of emotions, effectively manage their and others' emotions, and utilize emotions constructively in their personal and professional lives. A significant relationship was found between educational status and all dimensions of emotional intelligence, suggesting that higher education levels enhance emotional awareness, regulation, and application.

In contrast, family type and financial status showed no significant association with emotional intelligence, indicating that these factors may have a limited or indirect influence. These findings suggest the need for targeted interventions, such as training programs focused on enhancing emotional intelligence, particularly in workplace settings. By addressing these dimensions,

organizations can foster better emotional well-being and workplace performance among employed women.

This study emphasizes the importance of understanding how demographic characteristics shape emotional intelligence. It offers valuable insights for designing policies and programs that empower women to navigate their professional and personal roles effectively.

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