

Emotional Intelligence and Its Influence on Leadership in Rubber Company (Case Study)

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Abstract: A good leader should be continually working, study to improve the skills, self-study, attributes, and also he knowing the handling stress, he having the confidence maintain honest and also leader having the judgment capacity, to decide the best course of action make a plan for every activity and communicate the vision to each worker. Today dynamic environment because of globalization changes so if leader having emotional intelligence he easily handling critical situation, increases performance, solve conflict, improve the communication skills and also motivates his subordinates. The present study has been undertaken with the particular object that is study the relationship between emotional intelligence with effective leadership in MYPOL and how much impact of emotional intelligence on effective leadership on this study. Under this research covered the components relating to EI, leadership variables. The result showed that there was a significant relationship between emotional intelligence with leadership like ($r=0.653$, $N=100$, $p<0.5$) and also the regression findings that impact on the both of emotional intelligence on leadership.

I. EMOTIONAL INTELLIGENCE

Emotional intelligence help to people for influencing to other persons in various times and EI is help to develop their personal life, professions. It shows the how to handle frustration control their emotion. Emotional intelligence is the part of human behavior includes the capacity to imagination and also shows his expressions. And it also regulates emotion in him and other emotional intelligence. It ensures the development of a services-oriented performance.

Emotional intelligence allows employee to think more creatively and use his emotions to solve easily problems it is empathy and communication skills as well as social skill. It helps to organization in the way of worker performance, growth of concern. And it also regulates emotion in him and others. It ensures the development of a services-oriented performance. Emotional intelligence allows employee to think more creatively and use his emotions to solve easily problems it is empathy and communication skills as well as social skill.

Leadership

Leadership is the part of society like group, community having their own leadership among them it is influencing to others and also motivates for archived future goals.

“Leadership is the ability to guide others and also provide the vision and motivation to a team so they work together towards the organizational goal and also coordinating and balancing the conflicts interest of all the member and stakeholder” it changes potential in to reality.

A good leader having the capacity to handle the critical situation and expert in terms of how they balance the work load in critical situation maintain discipline in the workplace, handle stress, communicating with subordinates. And also help to increase productivity, effectiveness in the individual, team at all level of the organization any leaders having emotional intelligence to improving communication at the management level of organization.

All three leadership styles are displayed at various times and to various degrees (Avolio, 1999). According to Snodgrass and Schachar (2008), both transformational and transactional leadership styles have been found to correlate positively with organisational outcomes in studies of various types of organisation. Bass (1997) suggests that transformational leaders achieve higher levels of success in the workplace than transactional leaders. They produce better financial results (are bottom-line driven) and are rated as being more satisfying and effective than transactional leaders (Snodgrass & Schachar, 2008). In sum, the empirical literature shows repeatedly that transformational leadership is associated positively with leader effectiveness (Bass & Avolio, 2004; Northouse, 2012).

Furthermore, women (Early & Carli, 2003; Van Rooy *et al.*, 2006), Black people (Booyesen, 2001; Van Rooy *et al.*, 2005) and senior managers (Katz & Kahn, 1978; Zaccaro, 2001) should show positive relationships with EI and transformational leadership.

The relationship between EI and leadership styles and determining whether EI can predict an effective leadership style needs more investigation, particularly within the South African petrochemical context. By studying the relationship between EI and effective leadership further, the study aims at contributing to the EI and leadership literature. This may provide valuable significance for organisations' endeavours with regard to improving, training and identifying alternative selection and assessment procedures for evaluating leaders' strengths and developmental areas and reviewing how executive decisions shape the behaviour of the organisation as a whole.

The theoretical framework presented in the previous section suggests that the constructs of EI and leadership styles are related conceptually. However, the relationship between EI and leadership styles needs to be investigated empirically. This study focused primarily on finding empirical linkages between EI and selected leadership styles.

Objectives of study

1. To study relationship between emotional intelligence and leadership
2. To analyze the influence of emotional intelligence on effective leadership.

II. RESEARCH METHODOLOGY

Sampling techniques used is Probability Sampling Techniques, Sampling method: Random sampling method, Sample size is 100respondents. Data Used for study is the primary data, this information directly from the respondent in first-time. Secondary data is collected from previous literature review. The secondary data collection methods are text books, articles and journals. Statistical tool to be used are Correlation and Regressions

III. LITERATURE REVIEW

Mayer and Solvey (1993) Emotional intelligence is including the managing and abilities of identifying emotion, understands other emotions using and regulating the emotions he noted that EI is important for each organization because it provided a mirror how to motivates the subordinates and how soft skills can be measured/design it is unique cognitive abilities it uses for individual operation in the society.

Goleman (1995) argues that the dimensions of self-management play a far important role in employee's performance. When he calculates the ratio of technical skill IQ and self-management as ingredients of excellent performance, self-management proved to be twice as important as the other for jobs levels. In 1998 he studied on the responsibility of leader like where effective leadership relates to developing power to deal with mental pressure and challenging situations to in order to attain organizational goals and objectives.

Goleman, Boyatzis (2001) noted that the leader's behaviors their mood research showed and that a leader who was inspirational persons to his subordinates and inclusive had a tremendous positive impact and the organization and its superior whereas, a leader who was negative, difficult and ruthless created a toxic organization filled with negative personalities and poor performance.

Bardzill and Slaski (2003) noted that firm leader must identify the important of emotional intelligence character and price Positive reinforcement of an emotional intelligence environment ensures the development of a services-oriented environment growth it helps to organizational growth

Vokola, Tsousis, and Nikolaou (2004) Emotional intelligence give to a good suggestion for the adopting new policies in the firm with the skills for the purpose of cope of with change.

Emotional intelligence based on 3 Model

Mayer and Solovey (1997) "Cognitive and capability model which give emotional intelligence as a part of original social intelligence."

Goleman (1998A) considered emotional intelligence one of the important factors for workforce achievement. "Her model of emotional intelligence as a set of confidence that can be known and improved."



Self-awareness

It is ability to identify each individual feeling as it happens to accurately perform self-assessment and have self-confidence. And understand leader own moods and motivations and their effect of subordinates.

Self-regulation

Leaders who regulate themselves effectively in different situation how react in different place & situation, persons or taking emotional decision.

Social skills

Leader who have social skill are also good at managing environment and cope of with changes and resolving conflict diplomatically

Empathy

For each leader empathy is necessary for handling the subordinates for solving conflict. Empathy has “the firm take a feedback or suggestion from subordinates and also balanced the workers behaviors and encourages for has development.

Leadership

Leader is the backbone of the subordinates he worked as a guide, motivator, information persons he is a single person having the entire control in the workplace in all the hierarchical in the firms. He as a power in hand, so he uses as talent for achieving the organization objectives.

A leader transfers the firms vision from top management to lower level workers he prepare her subordinates for achieved the vision/mission/goal or target of the concern with in short period he give extraordinary facilities, good environment is provided to workers.

Types of leadership: 1. Autocratic leadership 2. Participative leadership 3.Laissez faire leadership 4.Transformational leadership 5.Transaction leadership

IV. ANALYSIS AND INTERPRETATION OF DATA

Reliability Test

Cronbach’s Alpha	No. of Item
.743	30

Interpretation

The data was collected form 100 respondents in software industry; it is analyzed using SPSS version 20. The correlation and Regression and Descriptive statistics are calculated for the study. By running reliability to the data, Cronbach Alpha was 0.74 which show that the instrument is having reliability which is more than 70%. It consists of three variables i.e. Emotional Intelligence, Leadership the scale was 5 likert scale, was taken for the study which include Strongly Agree to Strongly Disagree. The participants were ranging from 25 years to 50years. And it is considered as a good result hence we can rely on the data given by respondents. We can continue with our further tests.

Hypothesis

H1: There is significance relationship between emotional intelligence with effectiveness of leadership.

Table1: Pearson correlation showing the significant relationship between Emotional intelligence and leadership

Correlations

	MEAN EI	MEAN LD
MEANEI	Pearson Correlation	.653
	Sig. (2-tailed)	.229
	N	100
MEANLD	Pearson Correlation	.653
	Sig. (2-tailed)	.229
	N	100

It is shown in the above table that there was a significant relationship between emotional intelligence and effectiveness of leadership ($r = .653, N= 100; P <.05$). So we predict that highly emotional intelligent people can be effective leaders. The hypothesis is therefore accepted. It shows highly positive relationship between those two variables. This study also proves that there is positive correlations between emotional intelligence (EI) and Leadership we can also say that people with high emotional intelligence have higher leadership qualities.

H2: There is significant impact on emotional intelligence on effective leadership

Table2: showing the summary of regressions showing the influence of Emotional intelligence on leadership

Model	Sum of square	DF	Mean square	F	P	Remarks
Regression	10053.3	1	20106.6	114	.000	Sig
Residual	153664.31	98	307328.6			

Co efficient

	Coefficient	Standard error	Test	Sig
	3.85	.32	12.13	.00
LE	.57	.69	6.23	.00

Model Summary reports a statistics that measures 'goodness of fit'. R is measuring the simple relation between independent variables and dependent variable. R2 measures the variation of dependent variable by independent variables. It can range from 0 to 1 and indicates the extent to which the line fits the points. The regression results in table indicate that there is a strong significant relationship between the components of emotional intelligent (EI) and the Leadership. The effect of the leadership on emotional intelligence was significant has the value is $p < .05$. There is impact of EI on Leadership. So if they improve the levels of EI, helps the leaders to become effective leaders.

V. SUMMARY OF FINDINGS

Emotional intelligence is important qualities of each successful leader it help to maintain good environment in organization by leader in this study. Keeping objective in mind while investigation the some to draw out certain conclusion which may help the organization in policy frame future. Evaluation of data empirical evidence has showed that emotional intelligence has a statistical significance relationship on efficient leadership. This study indicates that the organization has emotional intelligence impact on both male and female employees.

VI. CONCLUSION

If organization success depends on the leader emotional intelligence is one of the useful tools which help to knowing subordinates behavior and also taking future action for developed the skills of subordinates and also how to extracted more work from worker. Under this study descriptive research and probability simply techniques is used I selected random sampling method for data collection and also information collected from 100 respondent in Mypol organization two hypothesis tested though tools of correlation and regressions the result become a positive correction between the two variables finally company should encourage EQ and also conduct EQ. If leader having a sufficient education and having capability for handle situation then only he guide to subordinates and trains to others.

We believe that emotional intelligence is one of the useful tools which helps a leader to judge people more clearly and closely and build a connection between people. And it develops a sense of sensitivity, balance feeling and a strong mix of cognitive capacity (logical, conceptual and creative thinking), people skills (Interpersonal skills, influence skills and communication skills).Our study has taken some steps towards understanding the connection between effective leadership and emotional intelligence, and pointing the key role affective factors which play pivotal in enhancement towards quality of leadership in organization.

Recommendation

In the light of knowledge acquired, it is necessary to make certain suggestion which will help the organization. If organization encourages the emotional intelligence it will help to increase the performance of workers. Leaders possessing emotional intelligence and leadership style help organizations and cares about the employees. With good leadership qualities a leader can run the entire show so organization can make use of it. It helps to increase the team work and also better work environment. An effective leader inculcates Self Awareness and Self-Regulation in employees which help to increase productivity.

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