

Transpire the existing teaching profession to an audacious pursuit- A shovel from enriching conventional IQ to a modern EQ

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Abstract:

Higher education institutions deals with thoughts brain and cognitive parameters. Teaching profession is an art and a theatre were many skills are staged and formed. Though subjects are unit of teachers to teach intelligence is their unit to be a competent teacher. They are dynamic to create and recreate, form and transform things to the desired shape. Teachers are to be efficient and effective catering to the needs of all the students encountering him or her at a time. She or he have to eliminate the personal desire and pain before the class hours and lead the crowd for a better tomorrow. What if the teacher is not competent and not able to undertake the crowd in all its contextual versatility? Or how she or he can bloomed out to a new techie world of gadgets and Z Generation population? The study aimed to relate the Goleman's theory of emotional intelligence to self-report on the skills and competency the respondent possess and the areas to improve. 60 teaching faculty out of 300 faculty of an aided autonomous college in Tiruchirappalli, was taken as sample. A descriptive study was adopted to explain the characteristics of the respondents in detail and in specific their level of emotional intelligence was also mentioned to suggest their areas of incompetency, the findings and the suggestions are discussed in detail.

Key words: Higher Education Institution, Teachers, Emotional Intelligence, Competency, College students.

1. INTRODUCTION:

Emotional 'literacy' implies an expanded responsibility for schools in helping to socialize children. This daunting task requires two major changes: that teachers go beyond their traditional mission and that people in the community become more involved with schools as both active participants in children's learning and as individual mentors by ¹Daniel Goleman (1995, 2007). It is he who brought that teachers all have to be disciplined by feelings or be with rich Emotional quotient to first experience the personal feeling and then regulate the same for their self. Teaching is an innate skill everybody possess for oneself. But why academic institution need to have to be appraised and checked with assessments and motivated by incentives? It is because teaching happens to an unknown people who is not related to the teacher. But the same teacher will be a mother of a son or a daughter to impress and inspire because teaching

was innate and it passes to others in the home a primary institution with emotions and feelings. Learning is long enduring process if it's not rendered with a heart of true competence then the effective of learning will be diminished

Emotional intelligence, leadership, Emotional Quotient, all communicate the emotional air that allows you to breath in and breath out to keep the self to be get connected with themselves and others in harmony or in hostility. Emotional intelligence helps a person to be good to those even in the wrong contexts. He or she who intolerably hostile in a situation, the emotional quotient that she or he acquires will assist to regulate the climate to boss over positively and evolve productive moment. Emotional Intelligence, what Daniel Goleman works is of four strata each is independent of the other but interrelatedly influence each other on the whole.

Self-awareness: surfacing what emotions the self-colours his mental climate, the thoughts, the deeds, the fruit of the good an bad behaviour, estimating his potentials and inabilities, and the strong mind he or she possess

Social Awareness: the mental ability to understand empathise the contextual plight of the outside world. The mental power to aware on what is experienced, on what is felt, why things are so from others, in other words to say, learning things of others from their point of perceptions

Internal Motivation: The individual to become a change agent or a conflict manager and a person to empathise the issues around. It's the inner source of spirit which always go around to bring out great things and to see inability and insecurity as catalyst for adapting the change rather a threat. The skill of inspiring, taking the challenges adapting to new situations

Self-management –from the above said personal awareness self-management is what he or she enabling to regulate the emotional behaviour or any impulsive feelings and control things from self to adapt to the environment.

Relationship management – the ability to maintain a space of climate for the person to be comfortable place to live by developing social network, establishing god relationship, sharing the clear thoughts, mentoring others and influencing and, having a confident team under oneself, a change agent, inspiring mentor, conflict manager and so on.

On the whole Daniel Golman focuses on the emotions of a person and the social skill they possess to work in the organization or in any firm. Daniel Goleman is more

This study seeks to investigate the relationship between emotional intelligence (EI), personality, cognitive intelligence and leadership effectiveness

1.1. REVIEW OF LITERATURE:

1.2. Relevance of emotional intelligence and its connect to the work place impacts:

David Roseti and Joseph Ciarrochi (2005) administered a study among the senior executives relating emotional intelligence, personality, cognitive intelligence and leadership effectiveness. His research paper state the findings that higher level of emotional intelligence is highly correlated with leadership effectiveness. This study

evolves a link between emotional intelligence with organisational measure of leadership effectiveness.

Lynn (2005) says that “Emotional Intelligence” can make huge difference in both our personal life and our work satisfaction and performance. Emotional Intelligence is the distinguished factor that determines if we make lemonade when life hand us lemons or spend our life stuck in bitterness. It’s the distinguishing factor that enables us to have wholesome warm relationship rather than cold an distant contact. EQ is the distinguishing factor that draw others to us or repels them. EQ is the distinguishing factor that enables us to work in connect and collaboration with others or to withdraw in dispute.

This study seeks to investigate the relationship between emotional intelligence (EI), personality, cognitive intelligence and leadership effectiveness

2. METHODS AND MATERIALS:

The researcher aim to identify the level of emotional intelligence with the attributes mention in Daniel Goleman’s Theory, among the college teachers in colleges of Tiruchirappalli District. A descriptive method of research design was adopted to call out the demographic details of the college teachers involved in the study. Out of 500 teaching faculty 60 teachers or temporary from arts and science were selected through simple random sampling method.

2.1. TOOL TO MEASURE:

The Goleman model tool was adopted by the researcher that describes the construct as competencies and skills that are controlled by emotional being. It has five subscales: self-awareness, self-regulation, self-motivation, empathy, and managing relationships (Goleman, 1998).

3.0. RESULTS AND DISCUSSIONS:

3.1. Socio demographic data were collected and the distribution of the frequencies were tabulated. Chi square, Independent T test and Karl Pearson correlation was administered to find any association, differences and relations respectively between the variables. The tool constructed by Daniel Goleman’s four parameters classified under emotional and social competencies. The findings are as follows: total sample of 60 distributed as, majority of (60%) the respondents were female, married, living as nuclear family mostly from the combination of urban and semi urban. Total sample comprises of equal number as Christians and Hindus. 30% of them were doctorate, 30% were Net Qualified, and 25% were with only Post graduation as their higher degree of qualification and 15% with MPhil degrees. Majority of the respondents were in the morning shift. Equal half of the respondents represent their poor research skill in their college till date while rest of the 50% expresses their effort in enhancing the research skill.

Table:1

Distribution of respondents based on the areas to improve.

Areas	Frequency	Percent
Research	36	60
Teaching Skill And Knowledge	21	35

Public Speaking	3	5
Total	60	100

Interpretation:

The more critical question is made to respond, and the responses says that 60% of the respondents have to improve their skill in research area relevant to their subjects, and 35% of them expressed their incompetence's in the area of outdated teaching skill an knowledge, while 5% shared their desire to improve their public speaking skill. The grey area is marked whether all the skill is acquired by all or inability of the research doesn't mean they possess adequate teaching skill and knowledge.

Table:2

Distribution of respondents based on the respondents showing their level of personal and social competencies.

Interpretation:

Daniel Goleman's emotional intelligence competency for the work place was calculated and the distribution says that all the respondents entertained in the study experience

Level of Self Awareness	Frequency(N=60)	Percentage (100%)
Lower Level Of Self awareness	24	40
Moderate Level Of Self Awareness	24	40
Highest Level Of Self Awareness	12	20
Total	60	100%
Level of Self-Regulation		
Lower Level of Self-Regulation	60	100%
Level of Self-Motivation		
Lower Level of Self-Motivation	60	100%
Level of personal competence		
Lower Level of personal competence	60	100%
Level of Social awareness		
Lower Level of Social awareness	60	100%
Level of Social Competence		
Lower Social Competence	15	25%
Moderate social competence	15	25%
Higher social competence	30	50%
Total	60	100

poor emotional competency constituting self-awareness, self-motivation and self-regulation. Concerning the social competency, while 100% of the respondents has poor social awareness, but half of the respondent's social competency is high and 25% of the respondents holds lower and moderate level of social competency each. **Mayer.et.al (2008)** stated that some individuals have a greater capacity than others, to carry out sophisticated information processing abut emotions and emotion-relevant stimuli and

to use this information as a guide to think and behave. Derived from this statement, it seems that individuals with high emotional intelligence pay attention to use, understand, and manage emotions and these skills serve as an adaptive functions that potentially benefit themselves and others.

3.2. Findings of the Statistical tool

- The data fetched statistically to find any relation association and difference among the demographic variables. In this regard
- it's inferred statistically through student 't' test that male and female respondents has no significant difference between them and the EQ say the personal and the social competence.
- Statically tested by Chi-square test, there is a significant association between the year of experience and the level of personal and social competence
- There is also a significant association between the highest educational qualification and the level of personal an emotional competence
- Age is significantly related to the personal and social competence.

4.0. Suggestion

- The research revealed that most of the respondents were poor in their emotional competencies, therefore it is suggested that regular programmes at work should be held by the R and D department in order to improve the level of emotional intelligence thereby developing superior performance at work.
- Any work instituted within the organisation shall be informed about the methods of appraisal procedure to keep them motivated and achieve the desired level.
- Keep the employee on track with their research skill through assignments, motivating either monetarily or tangibly which can reinforce the desired results to build the organisation
- The college campus has to be relaxed by offering recreational facilities were power is ceased and relationship between the seniors and subordinates can be facilitated and even grievances can be neutralised through such platforms while interacting with their Superiors
- The Management should insist and wisely plan the proper availability of the human resources management or the educational institution can make Best Practices like conducting department wise open forum discussions to sought out the issues more specifically so that grievance redressal can followed up through consecutive meetings.
- The campus can kept the door opened to accommodate matured and challenging professionals with many success stories in to your regular working structure to learn by modelling their styles and methods of dealing with situations
- Emotional intelligence and emotional stability has to be cultured by regular participation in emotional enhancement programs, and workshops for self-awareness and regulation.

- Emotional intelligence has gained good recognition among the individuals, but still the awareness level among all the employees should be increased. Emotional intelligence must be promoted among the employees and managers by regularly conducting 'Emotional Competence' training programme.
- The leaders of the organization must develop emotional stability to ensure the physical and mental health of the self and that of the serving organization.

5.0. Conclusion:

Passionate perception is associated with the capability to look emotions, acclimatize feeling associated sentiments, realize the facts of those feelings, and oversee them. Associations and the cognizant, accomplishment arranged administrators, desires a high tempo of "Emotional intelligence" to be fruitful. Taking the entirety into account, there are at gift numerous scholarly learns approximately passionate perception Daniel Goleman's concept of including passionate knowledge as the competency aspect most of the people in an association is greater welcomed. Many schools, universities and corporations are currently waiting for studying occurs with each social a demotions with enthusiastic scholarly capability. In 2002, UNESCO propelled a conventional campaign to increase passionate studying within the homeroom. The U.N. Frame sent a statement of 10 critical EQ standards to schooling services in the course of the sector. Those requirements drew vigorously from Goleman's work of passionate understanding. In the end ahead enthusiastic insight with social remainder need to be a vital element to make a worker a wholesome object and there by using build-up a contending affiliation culture. Every single character inside the school can surface out their own constraint and liabilities and endeavour to buckle down on tending that ineptitudes and paintings on the association pointers

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