

Assessing the Gender Difference in Emotional Intelligence among Married Individuals of Assam

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Abstract

Emotions are the pillar of person's personality. They play a vital role in our lives. The way we sense and perceive our surroundings is largely depends on our emotions. Emotional Intelligence includes self-awareness and impulse control, persistence, zeal and motivation, empathy and social deftness.

Many psychologists defines emotional intelligence or EQ as the ability to recognize, understand and manage our own emotions and recognize, understand and influence the emotions of others. In practical terms, this means being aware that emotions can drive our behavior and impact people in learning how to manage those emotions, both our own and others, especially when we are under pressure. The present study is an attempt to assess the Gender difference in Emotional Intelligence Among Married Individuals of Assam, in the age group of 25years to 45 years. Also the four components of Emotional Intelligence; Self Awareness, Social Awareness, Self Management and Relationship Management are assessed for each individual using Emotional Intelligence Scale (situational) developed by Dr.P. Srinivasan & Mr.K. Murugesan . 60 samples (30 male and 30 female individuals) were selected from Lakhimpur district and Sonitpur District of Assam. The mean, standard deviation and t values were calculated. The results indicate that there is no significant difference between male and female married individuals on their total score measuring Emotional Intelligence, and the four components of Emotional Intelligence.

Keywords: Emotional Intelligence, Self Awareness, Social Awareness, Self Management, Relationship Management, Married Individuals.

Introduction

Emotions are the pillars of person's personality. They play a vital role in our lives. The way we sense and perceive our surroundings largely depends on our emotions. According to dictionary, Emotion is a state of feeling involving thoughts, physiological changes, and an outward expression or behavior.

Emotional Intelligence

Salovey and Mayer (1990) conceptualized the term Emotional Intelligence as the subset of social intelligence that involves the ability to monitor one's own as well as others feelings and emotions, discriminate among them and to use information to guide one's thinking and action.

Goleman was exposed to Mayer's and Salovey's work and took the concept of emotional intelligence a step further. In his eponymous book "Emotional Intelligence" (1995), he argued that existing definitions of intelligence needed to be reworked. Daniel Goleman argues that our view of human intelligence is far too narrow, and that our emotions play a far greater role in thought, decision-making and individual's success than is commonly acknowledged. Emotional Intelligence includes self-awareness and impulse control, persistence, zeal and motivation, empathy and social deftness.

Many psychologists defines Emotional Intelligence or EQ as the ability to recognize, understand and manage our own emotion , and also recognize, understand and influence the emotions of others. In practical terms, this means being aware that emotions can drive our behavior and impact people in learning how to manage those emotions, both our own and others, especially when we are under pressure.

Some psychologist tried to explain the nature and characteristics of emotional intelligence through models. Different models of EI were proposed by Mayer and Salovey, Bar-on, Daniel Goleman etc. Models of emotional intelligence have been developed on three aspects that is ability, traits and mixed model of emotional intelligence.

Daniel Goleman, an American Psychologist developed a model on emotional intelligence. He views emotional intelligence as a set of competencies that can be measured by his Emotional Competency Inventory (ECI). It includes 25 competencies arranged in five clusters namely self awareness, self regulation, motivation, empathy and social skills.

The Emotional Competencies Inventory has changed from the original model published in Daniel Goleman's (1998) book 'Working with Emotional Intelligence', Where the five clusters were reduced to four clusters. Self- regulation and motivation were combined to form self management and 25 competencies were reduced to 20. These components are –

1. Self awareness	2. Social Awareness
<ul style="list-style-type: none"> Emotional awareness self Accurate assessment self Self Confidence 	<ul style="list-style-type: none"> Empathy Service orientation Organizational Awareness
3. Self Management	4. Relationship Management
<ul style="list-style-type: none"> Self control Trustworthiness Conscientiousness Adaptability Achievement drive Initiative 	<ul style="list-style-type: none"> Developing others Influence Communication Conflict management Leadership Change bonds Building bonds Teamwork & collaboration

Married Individuals

Marriage is a culturally recognized union between people, which holds significant implications for both the couples and the whole family. As a universal social institution marriage is found to exist in all societies and at all stages of development. According to Lowie, "Marriage is a relatively permanent bond between permissible mates." In this study married individuals means the persons who are united to eachother through marriage. Marital relationship begins with challenges and it needs both external and internal level of adjustment from both the spouses.

So, in this present study Emotional Intelligence is assessed among both male and female married individuals living in Lakhimpur and Sonitpur districts of Assam, in the age group of 25 to 45 years of age. Also the four components of Emotional Intelligence as mentioned earlier; Self Awareness, Social Awareness, Self Management and

Relationship Management are assessed for each individual using Emotional Intelligence Scale (situational) developed by Dr.P. Srinivasan & Mr.K. Murugesan .

Rational of the Study

Human beings are a complex species of emotions and reasons. While reasoning enables them to judge things with mathematical precision, emotions help them to understand and empathize which make them human. The value and benefits of Emotional Intelligence are vast enough in terms of personal, social, academic and professional success. Emotional Intelligence facilitates our capacity for resilience, motivation, empathy, reasoning, stress management, communication, and our ability to read and navigate a plethora of social situations and conflicts. .So there is a need to study about this aspect in details. It is very much required in present scenario and equally important to cover all socio-demographic variables to determine the influences. This study will help to explore whether there is any difference in Emotional Intelligence or it's various components among male and female married individuals , as there is a dearth of research in this area in such topic in the existing literature.

Statement of the problem

In this study, the problem is stated as – To assess the gender difference in Emotional Intelligence and it's components among married individuals.

Review of literature:

Mayer et al. (2000) showed with a series of studies that Emotional Intelligence increased with age and experience, which qualifies it as an ability rather than a personality trait.

Wong and Law (2002) working with different samples, found that, age is positively correlated with Emotional Intelligence across different job situations.

Kafetsios (2004) had reported gender differences in Emotional Intelligence from a sample of 239 adults aged between 19 to 66 years who completed the Mayer, Salovey and Caruso Emotional Intelligence test (MSCEIT V2.0) in which female scored higher than males on emotion perception and experimental area .

Pant & Prakash (2004) have studied gender differences in emotional intelligence for Indian participants (N=60). 30 male and 30 female individuals were approached for the study from personnel and human resources departments of both government and non-governments organizations; as well as students with an educational level of post graduation. Multifactor emotional intelligence scale was used for assessment process. Results showed no substantial gender differences on the various EI dimensions.

Mishra and Ranjan (2008) also studied whether the gender difference affects emotional intelligence of adolescents (N=80, 40 male, 40female). The results showed that adolescent boys and girls differ significantly on emotional intelligence and boys were found to be significantly higher on emotional intelligence than the girls.

Meshkat Maryam &Nejati Reza(2017) did a study to determine whether students from different

gender are different in emotional intelligence and its related components in Iran. The Bar-On Emotional Quotient Inventory was distributed among 455 undergraduate university students majoring in English. Results showed that there was no significant difference between the genders on their total score measuring emotional intelligence, but the genders did tend to differ in emotional self-awareness, interpersonal relationship, self-regard, and empathy with females scoring higher than males.

Methodology

Nature of the study

The nature of the study is Quantitative Research. Quantitative Research is the systematic empirical investigation of observable phenomena via statistical, mathematical or computational techniques. The objective of quantitative research is to develop and employ mathematical models, theories and hypotheses pertaining to phenomena.

Aim of the study

The general aim of the study has been framed on the basis of the literature gaps identified while reviewing the literature. The aim is to compare the overall scores on Emotional Intelligence and its components among male and female married individuals in Assam.

Objectives of the study

1. To assess the gender difference in Emotional Intelligence among married individuals.
2. To find the difference in Self awareness among male and female married individuals.
3. To find the difference in Social Awareness among male and female married individuals.
4. To find the difference in Self Management among male and female married individuals.
5. To find the difference in Relationship Management among male and female married individuals.

Hypothesis of the Study

1. There will be no significant gender difference in Emotional Intelligence among the married individuals..
2. There will be no significant difference in Self-Awareness between male and female .
3. There will be no significant difference in Social-Awareness between male and female.
4. There will be no significant difference in Self-Management between male and female.
5. There will be no significant difference in Relationship- Management between male and female.

Universe of the Study

The state of Assam

Sample

The sample of the Study were collected from Lakhimpur District and Sonitpur District of Assam

Sample Size

For the present study 60 samples were selected from Lakhimpur district and Sonitpur District of Assam .Among the sample 30 were male and 30 were female individuals. The sample were selected from selected couples based on purposive sampling method. The age group for the selected individuals was 25years to 45 years.

Inclusion Criteria

1. Individuals who belong to the age group of 25 to 45 years of age.
2. Individuals who are married.
3. Those individuals who have completed minimum one year of marriage.
4. Married individuals who stay in the Lakhimpur district and Sonitpur District of Assam.
5. Only those who are first marriage (no re marriage)
6. Sex- only male and female included.
7. Individuals who are educated (minimum upto class X)

Delimitation

1. For the present study only Lakhimpur and Sonitpur districts were selected.
2. Only married individuals in the age range of 25 years to 45 years were selected.
3. Only literate population (minimum upto class X were taken)

Sampling Technique

The sample was selected through purposive sampling technique.

Research Design- The present study was a cross sectional study with descriptive study design. The approach will be quantitative in nature

Variables under Study:

1. Independent variable: Age, Gender
2. Controlled Variable: Age group, Marital Status, Community.
3. Dependent Variable :Emotional Intelligence, Self Awareness, Social Awareness , Self Management and Relationship Management

Procedure of Data Collection

Participants were made aware of their voluntary participation in the research and that they have the right to withdraw from continuing at any given point of time. They were briefed about the data collection process .It was explained to them that confidentiality will be maintained. After rapport formation, the instrument/Psychological test was administered individually. The subject provided self reported data. Demographic details such as age, gender, educational qualification, occupation were collected but name was kept optional honoring participant's right to privacy. The data was then collected and the scoring and data analysis was carried out accordingly for all the variables under study.

Ethical Consideration

Before administering the test, the subjects were informed clearly about the purpose of the study. Then they were also informed about the aim of the test. They were asked whether they are interested to provide their response or not. Those who showed interest were included in this study and instructed to go ahead.

Psychological Tools Used For The Study

Emotional Intelligence Scale (situational) – Developed by P. Srinivasan/Murugesan

This Scale consists of 40 items divided into 4 dimensions. (i) Self Awareness (6 items) (ii) Social Awareness (6 items) (iii) Self Management (12 items) (iv) Relationship Management (16 items). It can be

administered on Adults who are more than 18 years old. Situational scale was found to be a good choice. A particular situation is given in each question and four alternative way of behavior is given in the answers. The respondents should go through each situation and they should respond how he/she would behave in that particular situation .For every correct response one mark was given .There is no negative mark .The reliability of the scale was established by split half method and cronbach’s alpha method. The reliability split half method calculated was found to be .62. Cronbach alpha method was found to be .71. Both the results are significant at .01 level of significance.

Interview Schedule

A semi structured Interview Schedule was prepared by the Research Scholar to collect

Table 1: Descriptive Statistics Describing the Characteristics of The Data

	Mean	Std. Deviation	N
Emotional Intelligence Scale	22.88	5.883	60
Self_Awareness	3.15	1.696	60
Social_Awareness	3.17	1.553	60
Self_Management	7.20	2.216	60
Relationship_Management	9.37	2.681	60

The above table shows the overall Mean value and standard deviation for Emotional Intelligence Scale and its four dimensions namely, Self-Awareness, Social-Awareness, Self

demographic information and other related data about the participants of this study.

Results and Discussion

A total of 60 samples were collected for the present study. The participants were selected from Lakhimpur district and Sonitpur District of Assam .Among them 30 sample were male and 30 were female individuals. The sample were collected from selected couples based on purposive sampling method, within the age group of 25years to 45 years. The Emotional Intelligence Scale (situational) developed by P. Srinivasan/Murugesan consisting of 40 items was used and scoring was done following the scoring methods mentioned in the manual. The data was analyzed by using SPSS.

Management and Relationship Management. The obtained mean and SD values are 22.88, 3.15, 3.17, 7.20, 9.37 and 5.883, 1.696, 1.553, 2.216, 2.681 respectively.

Table 2 :T-Test

Difference between Male and Female Married Individuals In Terms of Emotional Intelligence and It’s Components

	Gender	N	Mean	Std. Deviation	Mean Difference	t	df	Sig.(2-tailed)
EIS	Male	30	23.77	6.174	1.767	1.167	58	.248
	Female	30	22.00	5.540				
Self-Awareness-	Male	30	3.53	1.655	.767	1.783	58	.080
	Female	30	2.77	1.675				
Social Awareness	Male	30	3.30	1.512	.267	.662	58	.511
	Female	30	3.03	1.608				
Self-Management	Male	30	7.37	2.356	.333	.579	58	.565
	Female	30	7.03	2.092				
Relationship-Management	Male	30	9.57	2.897	.400	.575	58	.568
	Female	30	9.17	2.479				

The above table shows the mean , standard deviation and t values of male and female married individuals in terms of Emotional Intelligence , and it’s four components i.e. Self-Awareness, Social Awareness , Self Management and Relationship Management. The obtained mean values for male is 23.77 and for female is 22.00.The standard deviation is 6.174 for male and 5.540is for female.

The t value was found to be 1.167 and p-value is .248. The t –value in self awareness, social awareness, self management and relationship management were found to be 1.783, .662, .579and .575 respectively. Hence the difference is not significant at 0.05 level. Therefore the above mentioned hypotheses which states that there will be no significant difference in Emotional Intelligence among male and female, that there will be no significant difference in Self-Awareness among male and female, that there will be no significant difference in Social-Awareness among male and female, that

there will be no significant difference in Self -Management among male and female and that there will be no significant difference in Relationship-Management among male and female ,will be accepted.

Conclusion

From this study it has been found that there is no significant difference between male and female married individuals on their total score measuring Emotional Intelligence, and also there are no difference on various scores measuring Self Awareness, Social Awareness, Self Management and Relationship Management among male and female married individuals.

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