

Emotional intelligence of working women in the profession of law and administration in Kashmir valley: A comparative study

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ARTICLE DETAILS

Article History

Published Online: 10 November 2018

Keywords

Toiling, Endurance, Requisite, Workplace. Emotional learning, Management training

ABSTRACT

Working women of today fulfil family responsibilities and also try to remain fully involved in their careers coping up with the competing demands of their multiple roles. The attempt of working women to integrate, organize and balance the various problems and activities in their different roles simultaneously puts them under tremendous pressure. As a result, the family becomes an organizational stakeholder and this powerful social trend marked the beginning of the work/life balance paradigm shift. Women's economic well-being is usually enhanced by women acquiring independent sources of income that begets increased self-esteem and improved conditions of their households and the overall level of development in their communities. The gender gap in the ownership and control of property is the most significant contributor to the gender gap in the economic wellbeing, social status and empowerment of women (Andal, 2002). Women have been playing vital roles in households since ages. Now women are also recognized for their value in the workplace and are engaged in wide range of activities of work in addition to their routine domestic work. Building a society where women can breathe freely without fear of oppression, exploitation, and discrimination is the need of the hour, to ensure a better future for the next generation.

1. Introduction

Women have worked as long as men, as evidenced by cave drawings that show women toiling in fields and over fires. As well, the Old Testament describes stories of women collecting water at wells and tending flocks. In the modern era, the phenomenon of women in the workplace is closely tied to economic and social trends. When, for example, women were needed to support men in times of war, institutional childcare to support working mothers was created. With brain power being the requisite skill in this knowledge era, rather than endurance or physical strength, the women workers seem to flood into every industry on par with men. But this has indeed become a tough challenge for women as they have to perform a lot of duties in home and office as well. There is no profession today where women are not employed. Researchers have changed an earlier assumption of negative effects on marriages and children, but they still tend to focus solely on differences in their Emotional Intelligence. This study aimed to explore understanding of working women with reference to their Emotional Intelligence. Emotional Intelligence is characterized by some researchers as ability, involving the cognitive processing of emotional information, which is accordingly most appropriately measured by performance tests. In short, it can be stated that Emotional Intelligence is the ability of a person to detect and to handle emotional cues and information and respond accordingly. The concept of emotional intelligence has inspired numerous school-based programs of social and emotional learning, as well as management training programs.

2. Objectives of the Study

1. To compare Emotional Intelligence of working women in different professions of Law and Administration.

3. Hypothesis

1. There is a significant difference between women working in professions of Law and Administration on Emotional Intelligence.

4. Operational Definitions of Terms and Variables

1. **Emotional Intelligence:** In the present study Emotional Intelligence refers to the scores obtained from the subjects by using Anukool Hyde, SanjyotPethe and UpinderDhar's Emotional Intelligence Scale (EIS).
2. **Law:** In the present study working women in Law Profession refers to the women who are working as Lawyers.
3. **Administration:** In the present study working women in Administration Profession refers to the women who are K.A.S officers, Head of the departments from various institutions, Principals at university and college level.

5. Sample

The sample for the study comprised of 200 working women of two different professions. 100 were selected from each Profession. There are 10 districts in Kashmir province and the investigator selected three districts (Srinagar, Pulwama and Ganderbal). The sample was selected randomly to ensure that each unit of the population have equal chance of being selected.

6. Tool Used

1. **Emotional Intelligence:** In the present study Emotional Intelligence refers to the scores obtained from the subjects

by using Anukool Hyde, Sanjyot Pethe and Upinder Dhar's Emotional Intelligence Scale (EIS).

7. Analysis and Interpretation

Table: Showing the Mean comparison of working Women in professions of Law and Administration on "Emotional Intelligence"

	Group	N	Mean	Std. Deviation	t-value	Level of Sig.
Self Awareness	Lawyers	100	19.12	1.479	6.928	Sig. at 0.01 level
	Administrators	100	17.61	1.601		
Empathy	Lawyers	100	19.28	2.165	10.121	Sig. at 0.01 level
	Administrators	100	22.16	1.846		
Self motivation	Lawyers	100	24.93	2.649	0.329	NS
	Administrators	100	25.05	2.500		
Emotional stability	Lawyers	100	16.60	1.531	0.439	NS
	Administrators	100	16.73	2.538		
Managing relations	Lawyers	100	15.28	2.400	5.954	Sig. at 0.01 level
	Administrators	100	17.14	2.000		
Integrity	Lawyers	100	12.79	1.320	1.028	NS
	Administrators	100	12.97	1.150		
Self Development	Lawyers	100	8.69	0.950	1.934	NS
	Administrators	100	8.41	1.093		
Value orientation	Lawyers	100	8.52	0.835	4.650	Sig. at 0.01 level
	Administrators	100	9.01	0.643		
Commitment	Lawyers	100	8.41	0.866	4.953	Sig. at 0.01 level
	Administrators	100	9.02	0.876		
Altruistic Behavior	Lawyers	100	8.66	1.157	4.139	Sig. at 0.01 level
	Administrators	100	9.25	.833		
Emotional Intelligence	Lawyers	100	142.28	8.328	3.926	Sig. at 0.01 level
	Administrators	100	147.35	9.871		

A perusal of the above Table shows mean comparison of working women in the field of Law and Administration on various dimensions of Emotional Intelligence. Women Lawyers in comparison with Administrators differ significantly on various dimensions of Emotional Intelligence, the mean differences being significant at 0.01 level. The mean difference favors Lawyers on Self Awareness. It means Lawyers have ability to make intelligent decisions using a healthy balance of emotions and reasons. Administrators have been found higher on Empathy, Managing relations, Value-orientation, Commitment and Altruistic Behavior. It reveals that Administrators are able to maintain the standards of honesty. They are able to confront unethical actions of others. Administrators are able to meet commitments and keep promises. They have good self determination with which they work to achieve the goal. Both the groups do not differ significantly on Self motivation, Emotional stability, Integrity and Self-Development. They believe on complete development as per the requirement of the job. Overall, Emotional intelligence of Lawyers is (M=142.28) and (M=147.35) in Administrators on their mean score with obtained t-value of 3.926. There is a significant difference at 0.01 level.

In the light of the above analysis, our Hypothesis which reads as, "There is a significant difference between women working in the professions of Law and Administration on Emotional Intelligence" stands accepted.

8. Conclusion

1. Study revealed a significant difference on Emotional Intelligence of Lawyers and Administrators. Lawyers

have been found higher on Self Awareness, Empathy and Managing relations, Value orientation, commitment and Altruistic Behaviour. However, no significant difference has been found on Self motivation, Emotional stability, Integrity and Self development. Overall, Administrators have been found higher on E.I in comparison with Lawyers.

9. Suggestions

1. A similar study can be conducted on the larger sample at different places in order to have in-depth knowledge of factors associated with Emotional Intelligence of working women in different professions keeping in view the rural/urban and Male/Female dichotomy.
2. The results of the present study throw a valuable light on the improvement of different professionals through their Emotional Intelligence assessment. But the present study is based on a sample drawn from limited geographical area and confined to the four professions. It would be appreciable if similar research efforts are put in with a sample drawn from wider geographical and other levels such as: Jammu and Kashmir.

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