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A Study of Emotional Intelligence of Employees How is to Be Impact on Organizational Productivity and Efficiency

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ABSTRACT :- emotional intelligence should concisely summarize the study purpose, method finding and implementation of employees performance being investigated, evaluated this study investigate how ei dimensions influence individual and team success.

These findings suggest that ei is valuable assets in the work place and can be leveraged to enhance the employee performance and overall organisational performance. organizations can benefit from fostering ei through training and development programs, leading to increased productivity, engagement, and a more positive work environment.

Findings of this study provide insights on how emotionally intelligent individuals are to a company's success. Originality / Value in recent years, emotional intelligence (EI) has seen a growing interest by employees. To the best of the authors' knowledge, the number of published literature reviews on Emotional Intelligence (EI) is scarce. This study provides an overview of how emotional intelligence help business at workplace.

INTRODUCTION :- emotional intelligence significantly impact on work performance which will help the organization to fostering better communication, collaborations and overall productivity.

emotional intelligence linked to increases job satisfaction, reduced turnover, and improved leadership skills. whereas which helps to promoting high esteem and positive attitude among the employee. how well employees can navigate interpersonal dynamic, manage stress and adapt to changing circumstances. under this study we found that team with strong emotional intelligence had higher engagement level, lower turnover, better decision making under stress also. Emotional

intelligence (EQ) is the ability to blend thinking and feeling to make optimal decisions — a vital skill for thriving in today's complex world. Put simply, it's being smarter with feelings. Emotional intelligence helps us understand ourselves, make better decisions and connect with others. In this article, you'll learn what emotional intelligence really means, how it works, and how to develop it — with practical tools and insights drawn from decades of research by Six Seconds, the world's largest emotional intelligence nonprofit. Emotional intelligence means being smarter with feelings. Just like mathematical intelligence allows you to solve complex numerical puzzles, emotional intelligence enables us to solve complex emotional challenges. A key component of this is the practice of using emotions as data — noticing, understanding, and responding to emotions with clarity and purpose. It's not about being overly emotional or always staying calm. It's about being aware of how feelings influence decisions, relationships, and performance — and learning how to use that awareness to lead a more effective and fulfilling life.

LITERATURE REVIEW :- According to Salovey and Mayer (1990), emotional intelligence is a kind of social intelligence that entails the capacity to observe, distinguish between, and monitor one's own and others' moods and emotions. One may then use this knowledge to shape their own decisions and methods of action. An individual with emotional intelligence skills is also good at maintaining their work-life balance. A collection of diverse competencies and aptitudes, including self-awareness and social awareness, are together referred to as emotional intelligence. A number of models have been put out by different writers to describe emotional intelligence; these models

outline the competencies and aptitudes that may be developed in order to enhance emotional intelligence.

Although Goleman [26] may be regarded by some as the father of the concept of EI due to his highly acclaimed book chapter, "The Emotional and Intelligent Workplace," it is actually an adaptation from Salovey and Mayer [23], Mayer and Salovey [24], and many other researchers who had previously conducted studies in this field. In 1997, Goleman stated that we have to manage our emotions without letting them overwhelm us, motivate ourselves to do work, to be creative, and to feel what others feel while effectively managing our emotions. Goleman [3] defines EI as "the ability to recognize our feelings and those of others, to motivate ourselves, and to handle our emotions well to have the best for ourselves and our relationships." It is also relevant to mention the very concise definition by Martinez [27] as "an array of non-cognitive skills, capabilities, and competencies that influence a person's ability to cope with environmental demands and pressures."

OBJECTIVE OF THE STUDY :-

1. TO examine the relationship between emotional intelligence and employees relationship.
2. TO Updating how emotional intelligence affect on workplace and job productivity.
3. TO emotional Intelligence, such as self-awareness, self-regulation, motivation, empathy, Social skills, contribute to enhancing employee engagement.
4. 4.To analyze the extent to which emotional intelligence affects employee performance, efficiency, and overall workplace productivity.
5. To Identify Key Emotional Intelligence Competencies for Enhancing an efficient and effective organization

NEED OF STUDY :-

Enhanced Communication :- EI helps employees understand and manage their own emotions and those of others, leading to more effective communication and reduced misunderstandings.

Improved Teamwork :- Emotionally intelligent

individuals are better at collaborating, empathizing with colleagues, and resolving conflicts, fostering a more cohesive and productive team.

Stronger Leadership :- Leaders with high EI can better understand their team's needs, motivate them, and build trust, leading to increased job satisfaction and commitment.

Reduced Stress and Conflict :- EI helps individuals manage stress, navigate challenging situations, and resolve conflicts constructively, creating a more positive and supportive workplace.

Increased Employee Engagement and Productivity :- EI is linked to higher job satisfaction, motivation, and organizational commitment, ultimately contributing to increased employee engagement and productivity.

METHODOLOGY OF STUDIES :-

Data Analysis :- Analyzing employee data, such as performance metrics, engagement scores, and training participation, can reveal patterns and trends that inform decision-making.

360-Degree Feedback :- This involves gathering feedback from multiple sources, including managers, peers, and subordinates, to provide a comprehensive view of an employee's performance and behavior.

Workplace Simulations :- Simulations can be used to assess employee skills in specific scenarios, such as conflict resolution or decision-making under pressure.

Emotional Intelligence Assessments :- These assessments measure an individual's ability to understand and manage their own emotions and the emotions of others.

Observing employee behavior in the workplace helps understand how they interact with colleagues, manage tasks, and respond to different situations.

Data Analysis :- Analyzing employee data, such as performance metrics, engagement scores, and training participation, can reveal patterns and trends that inform decision-making.

360-Degree Feedback :- This involves gathering feedback from multiple sources, including managers, peers, and subordinates, to provide a comprehensive view of an employee's performance and behavior.

Understanding Employee Needs :- Studying employee intelligence helps organizations understand employee skills, emotional intelligence, and how they interact with technology and their work environment.

Improving Performance :- By identifying areas where employees excel or struggle, organizations can tailor training programs and support systems to enhance productivity and efficiency.

CONCLUSION :- Emotional Intelligence (EI) is a vital skill for success in leadership, academic, and personal life, leading to better relationships, improved communication, enhanced decision-making, and greater overall well-being and resilience. By managing one's own emotions and understanding others' feelings, individuals can foster positive environments, drive productivity, and navigate challenges more effectively.

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