

Personality Traits as a predictor of Emotional Intelligence among the Gen-Y

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ABSTRACT

The study is done to understand the relationship that exists between personality traits and emotional intelligence among Gen Y. Through this study we want to understand the significance that a person's personality plays in developing him/her into a great leader of tomorrow. Emotional intelligence is another interesting field which is gaining popularity in the recent times and thus this study is more enriching as we will be able to correlate between the two i.e. personality traits and emotional intelligence and how each individual's personality indicates the level of emotional intelligence that is present within the individual.

For a person to become a great leader, it's very crucial to have the right mix of IQ (intelligence quotient) and EQ (emotional quotient). Intelligence quotient is something which is quite visible as compared to emotional quotient and if we are able to understand clearly the relation between personality traits and emotional intelligence, it will be of great significance for the individual as well as organization. Individual, because he or she will understand what is their current level and how they can work to improve themselves into being better human beings and organizations, because they will be able to select the right candidate for the right job and most importantly to entrust the responsibility of being a leader into the right hands. Thus the study is done solely on Gen Y as they are the prospective leaders and it's important to understand their capabilities and utilize it in the best possible way.

Keywords:

Personality traits, emotional intelligence, Gen Y, leadership

1. INTRODUCTION

Emotional intelligence is a valuable resource that can renew and re-ignite organizational purpose and inspire people to perform better. Goleman (2009), in his book Emotional Intelligence (EI), states that EI influences human behavior in their day-to-day life. Later, EI becomes a prominent subdivision in Human Resource Management (HRM). The focus of the present study was to investigate personality traits as the predictor of emotional intelligence (EI) among Gen-Y.

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In today's challenging world, it is a crucial responsibility of the educators, student advisors, counsellors, organizations/companies to mould a generation which possesses healthy and enriched personality traits, a higher level of intelligence, a higher level of emotional intelligence, good coping abilities, and higher achievement orientation. For inculcating such attributes in the youth, emotional intelligence coupled with an enriched personality is recognized as core competencies for leadership positions.

1.1 Problem Statement

In the recent years lot of emphasis is given to emotional intelligence. Experts believe it's important to have EQ (emotional quotient) rather than IQ (intelligence quotient). As a result, companies are also concerned to know whether the employees possess the required EQ or not. Since the concept is new, it puts lot of pressure on the organisations as they are unable to determine the yardstick through which they will be able to solve this issue or find a solution for the same.

1.2 Objective of the study:

This study aims at understanding the relationship between personality traits and emotional intelligence. The objectives of the study are as follows:

- To find out the relationship between personality traits and emotional intelligence.
- To find out whether personality traits can predict the level of emotional intelligence present in an individual.
- To understand the relationship that exist between personality traits and emotional intelligence specifically among the Gen-Y category.
- To understand whether there is any difference in the relationship between personality traits and emotional intelligence based on gender.

1.3 Purpose of the study:

Today organizations strive hard to compete and secure their position in the market. For which it's important to have the right fit for the right job and most importantly, to have the right leaders or top level management in place for the growth and development of the organization. The purpose of this study is to understand whether the personality traits can be a predictor of emotional intelligence and how it affects or what is its implication on Gen-Y, as they are the prospective future leaders.

2. LITERATURE REVIEW

2.1 Personality Traits

When we observe people around us, one of the first things that strikes us is how different people are from one another. Some people are very talkative while others are very quiet. Some are active whereas others are couch potatoes. Some worry a lot, others almost never seem anxious. Each time we use one of these words, words like “talkative,” “quiet,” “active,” or “anxious,” to describe those around us, we are talking about a person’s personality-the characteristic ways that people differ from one another. Personality psychologists try to describe and understand these differences.

Personality traits reflect people’s characteristic patterns of thoughts, feelings, and behaviour’s. Personality traits imply consistency and stability; someone who scores high on a specific trait like Extraversion is expected to be sociable in different situations and over time. Thus, trait psychology rests on the idea that people differ from one another in terms of where they stand on a set of basic trait dimensions that persist over time and across situations.

2.2 Emotional Intelligence

Emotion is an outcome of the interaction flanked by the physiological stimulation and evaluation of the situation. As soon as a physiological stimulation is experienced, it is the stimulus or situation or events in the surroundings of a person that spell out which emotions will be experienced by the person. Emotions and moods are a natural part of an individual’s makeup. One cannot divorce emotions from the workplace because you cannot divorce emotions from people.

EI 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.

2.3 Relation between Personality Traits and Emotional Intelligence

According to Goleman (2009), emotional intelligence can affect an individual’s success in an organization. Carmeli and Jozman (2006) observed that employees who are high in emotional intelligence are expected to attend higher achievements in both the work place and their personal life, as well as contribute significantly to the performance of their organization. On the other hand, understanding an individual’s personality is very consequential to administrators since this understanding will help assign people into jobs as well as give them clues about how employees are likely to behave in different situations. Morris and Maisto (2008) stated that personality is the unique pattern of thoughts, feelings and behaviours that seem to persist overtime and across various situations. The unique differences referred to above are aspects of distinguishing an individual from everyone else.

3. HYPOTHESIS

The hypothesis for the study is as follows:

- Ho1:** There is no correlation between Emotional Intelligence and Extraversion.
- Ho2:** There is no correlation between Emotional Intelligence and Anxiety.
- Ho3:** There is no correlation between Emotional Intelligence and Tough-Mindedness.
- Ho4:** There is no correlation between Emotional Intelligence and Independence.
- Ho5:** There is no correlation between Emotional Intelligence and Self-Control.
- Ho6:** There is no correlation between Emotional Intelligence and Warmth.
- Ho7:** There is no correlation between Emotional Intelligence and Reasoning.
- Ho8:** There is no correlation between Emotional Intelligence and Emotional Stability.
- Ho9:** There is no correlation between Emotional Intelligence and Dominance.
- Ho10:** There is no correlation between Emotional Intelligence and Liveliness.
- Ho11:** There is no correlation between Emotional Intelligence and Rule-Consciousness.
- Ho12:** There is no correlation between Emotional Intelligence and Social Boldness.
- Ho13:** There is no correlation between Emotional Intelligence and Sensitivity.
- Ho14:** There is no correlation between Emotional Intelligence and Vigilance.
- Ho15:** There is no correlation between Emotional Intelligence and Abstractedness.
- Ho16:** There is no correlation between Emotional Intelligence and Privatness.
- Ho17:** There is no correlation between Emotional Intelligence and Apprehension.
- Ho18:** There is no correlation between Emotional Intelligence and Openness to Change.
- Ho19:** There is no correlation between Emotional Intelligence and Self-Reliance.
- Ho20:** There is no correlation between Emotional Intelligence and Perfectionism.
- Ho21:** There is no correlation between Emotional Intelligence and Tension.
- Ho22:** There is no difference in Emotional Intelligence based on Gender.

4. RESEARCH METHODOLOGY

The objective of the study was to identify whether personality traits can predict the level of emotional intelligence present in an individual. Hence for this purpose, a quantitative study seemed more apt as against a qualitative study. The study solely relies on primary data collected from individuals belonging to Gen-Y category. The data was collected through a structured questionnaire. It was an objective questionnaire with no room for subjective answers.

4.1 Primary Data

The primary data was collected administering the questionnaire to 105 individuals.

4.2 Secondary Data

The secondary data was gathered by reviewing various research papers and articles published by different authors on similar subject.

4.3 Research Instruments

Two instruments were used for the purpose of this research, as follows:

16PF (To measure the different personality traits)

EQ (To measure the level of emotional intelligence present in an individual)

16 PF (Personality Factors)

The questionnaire consisted of 185 questions, which gave us an understanding of 5 Global Factors and 16 Personality Factors.

The 5 Global Factors are as follows:

1. Extraversion (EX)
2. Anxiety (AX)
3. Tough-Mindedness (TM)
4. Independence (IN)
5. Self-Control (SC)

The 16 Factors are as follows:

1. Warmth (A)
2. Reasoning (B)
3. Emotional Stability (C)
4. Dominance (E)
5. Liveliness (F)
6. Rule-Consciousness (G)
7. Social Boldness (H)
8. Sensitivity (I)
9. Vigilance (L)
10. Abstractedness (M)
11. Privateness (N)
12. Apprehension (O)
13. Openness to Change (Q1)
14. Self-Reliance (Q2)
15. Perfectionism (Q3)
16. Tension (Q4)

EQ (Emotional Questionnaire)

This questionnaire consisted of 90 questions, which helped us to understand 14 emotional factors.

They are as follows:

1. Realistic Orientation (RO)

2. Self-assertion (SA)
3. Impulse Control (IC)
4. Empathy (E)
5. Communication and cooperation (CC)
6. Optimism (O)
7. Self - awareness (SAW)
8. Innovative / Creative Instincts (I / CI)
9. Risk taking (RT)
10. Analytical (A)
11. Social self / effective relationship (SS/ER)
12. Enterprising / Initiative taker (E / IT)
13. Artistic (AT)
14. Well adjusted (WA)

4.4 Logical Analysis

Effective and efficient data analysis is the result of effective data preparation. Data preparation involved transferring the questionnaire into an electronic format, which permitted and enabled data processing. Microsoft Excel was used to compile the data. This data further used Statistical Program for Social Sciences (SPSS-Ver 20) software for further analysis and interpretation.

5. RESULTS AND DISCUSSION

To understand the impact and the nature of relationship between the personality traits and emotional intelligence, Karl Pearson's coefficient of correlation was calculated. (Refer **Table 1a**)

Table 1a indicates data for correlations between Emotional Intelligence and global factors such as Extraversion, Anxiety, Tough-Mindedness, Independence and Self-Control.

Table 1a indicates a high positive correlation between Emotional Intelligence and Extraversion at 0.01 significant level therefore we **reject** the first null hypothesis that there is no correlation between Emotional Intelligence and Extraversion.

Table 1a also indicates a high negative correlation between Emotional Intelligence and Anxiety at 0.01 significant level therefore we **reject** the second null hypothesis that there is no correlation between Emotional Intelligence and Anxiety.

Table 1a also indicates no correlations between Emotional Intelligence and Tough Mindedness; therefore we **accept** the third null hypothesis that there is no correlation between Emotional Intelligence and Tough-Mindedness.

Table 1a also indicates a high positive correlation between Emotional Intelligence and Independence at 0.01 significant level therefore we **reject** the fourth null hypothesis that there is no correlation between Emotional Intelligence and Independence

Table 1a also indicates no correlations between Emotional Intelligence and Self-Control; therefore we **accept** the fifth null hypothesis that there is no correlation between Emotional Intelligence and Self-Control.

Table 2a indicates data for correlations between Emotional Intelligence and 16 personality factors such as Warmth, Reasoning, Emotional Stability, Dominance, Liveliness, Rule-Consciousness, Social Boldness, Sensitivity, Vigilance, Abstractedness, Privateness, Apprehension, Openness to Change, Self-Reliance, Perfectionism and Tension.

Table 2a indicates a high positive correlation between Emotional Intelligence and Warmth at 0.01 significant level therefore we **reject** the sixth null hypothesis that there is no correlation between Emotional Intelligence and Warmth.

Table 2a also indicates no correlations between Emotional Intelligence and Reasoning; therefore we **accept** the seventh null hypothesis that there is no correlation between Emotional Intelligence and Reasoning.

Table 2a indicates a high positive correlation between Emotional Intelligence and Emotional Stability at 0.01 significant level therefore we **reject** the eighth null hypothesis that there is no correlation between Emotional Intelligence and Emotional Stability.

Table 2a indicates a high positive correlation between Emotional Intelligence and Dominance at 0.01 significant level therefore we **reject** the ninth null hypothesis that there is no correlation between Emotional Intelligence and Dominance.

Table 2a indicates a positive correlation between Emotional Intelligence and Liveliness at 0.05 significant level therefore we **reject** the tenth null hypothesis that there is no correlation between Emotional Intelligence and Liveliness.

Table 2a also indicates no correlations between Emotional Intelligence and Rule-Consciousness; therefore we **accept** the eleventh null hypothesis that there is no correlation between Emotional Intelligence and Rule-Consciousness.

Table 2a indicates a high positive correlation between Emotional Intelligence and Social Boldness at 0.01 significant level therefore we **reject** the twelfth null hypothesis that there is no correlation between Emotional Intelligence and Social Boldness.

Table 2a indicates a negative correlation between Emotional Intelligence and Sensitivity at 0.05 significant level therefore we **reject** the thirteenth null hypothesis that there is no correlation between Emotional Intelligence and Sensitivity.

Table 2a also indicates no correlations between Emotional Intelligence and Vigilance; therefore we accept the fourteenth null hypothesis that there is no correlation between Emotional Intelligence and Vigilance.

Table 2a also indicates no correlations between Emotional Intelligence and Abstractedness; therefore we accept the fifteenth null hypothesis that there is no correlation between Emotional Intelligence and Abstractedness.

Table 2a also indicates no correlations between Emotional Intelligence and Privateness; therefore we accept the sixteenth null hypothesis that there is no correlation between Emotional Intelligence and Privateness.

Table 2a indicates a negative correlation between Emotional Intelligence and Apprehension at 0.05 significant level therefore we reject the seventeenth null hypothesis that there is no correlation between Emotional Intelligence and Apprehension.

Table 2a indicates a high positive correlation between Emotional Intelligence and Openness to Change at 0.01 significant level therefore we reject the eighteenth null hypothesis that there is no correlation between Emotional Intelligence and Openness to Change.

Table 2a indicates a high negative correlation between Emotional Intelligence and Self-Reliance at 0.01 significant level therefore we reject the nineteenth null hypothesis that there is no correlation between Emotional Intelligence and Self-Reliance.

Table 2a indicates a positive correlation between Emotional Intelligence and Perfectionism at 0.05 significant level therefore we reject the twentieth null hypothesis that there is no correlation between Emotional Intelligence and Perfectionism.

Table 2a also indicates no correlations between Emotional Intelligence and Tension; therefore we accept the twenty-first null hypothesis that there is no correlation between Emotional Intelligence and Tension.

5.1 Regression Analysis

As seen above there is Correlation between Emotional Intelligence and few Global Factors and few 16 personality factors. We would further do regression analysis for the items which are correlated. This will help us to indicate Emotional Intelligence based on personality traits.

Regression results for Emotional Intelligence and Extraversion is shown in **Table 3a**. We see that the correlation between Emotional Intelligence and Extraversion is .320 exactly what we see in **Table 2a**. This indicates a strong association between the two variables. We carried out further regression analysis that will allow us to predict values of emotional intelligence (variable y) values of extraversion (variable x). The prediction equation is $Y = a + bx$. Thus our prediction equation would be $Y' = 3.062 + .361X$ where Y is the dependent variable and x is the independent variable.

Regression results for Emotional Intelligence and Anxiety is shown in **Table 3b**. We see that the correlation between Emotional Intelligence and Anxiety is .366 exactly what we see in **Table 2a**. This indicates a strong association between the two variables. We carried out further regression analysis that will allow us to predict values of emotional intelligence (variable y) values of anxiety (variable x). The prediction equation is $Y = a + bx$. Thus our prediction equation would be $Y' = 7.291 + (-.361)X$ where Y is the dependent variable and x is the independent variable.

Regression results for Emotional Intelligence and Independence is shown in **Table 3c**. We see that the correlation between Emotional Intelligence and Independence is .415 exactly what we see in **Table 2a**. This indicates a strong association between the two variables. We carried out further regression analysis that will allow us to predict values of emotional intelligence (variable y) values of independence (variable x). The prediction equation is $Y = a + bx$. Thus our prediction equation would be $Y' = 2.817 + .404X$ where Y is the dependent variable and x is the independent variable.

Regression results for Emotional Intelligence and Warmth is shown in **Table 3d**. We see that the correlation between Emotional Intelligence and Warmth is .258 exactly what we see in **Table 2a**. This indicates a strong association between the two variables. We carried out further regression analysis that will allow us to predict values of emotional intelligence (variable y) values of warmth (variable x). The prediction equation is $Y = a + bx$. Thus our prediction equation would be $Y' = 3.572 + .251X$ where Y is the dependent variable and x is the independent variable.

Regression results for Emotional Intelligence and Emotional Stability is shown in **Table 3e**. We see that the correlation between Emotional Intelligence and Emotional Stability is .446 exactly what we see in **Table 2a**. This indicates a strong association between the two variables. We carried out further regression analysis that will allow us to predict values of emotional intelligence (variable y) values of emotional stability (variable x). The prediction equation is $Y = a + bx$. Thus our prediction equation would be $Y' = 2.933 + .444X$ where Y is the dependent variable and x is the independent variable.

Regression results for Emotional Intelligence and Dominance is shown in **Table 3f**. We see that the correlation between Emotional Intelligence and Dominance is .333 exactly what we see in **Table 2a**. This indicates a strong association between the two variables. We carried out further regression analysis that will allow us to predict values of emotional intelligence (variable y) values of dominance (variable x). The prediction equation is $Y = a + bx$. Thus our prediction equation would be $Y' = 3.692 + .280X$ where Y is the dependent variable and x is the independent variable.

Regression results for Emotional Intelligence and Liveliness is shown in **Table 3g**. We see that the correlation between Emotional Intelligence and Liveliness is .237 exactly what we see in **Table 2a**. This indicates a strong association between the two variables. We carried out further regression analysis that will allow us to predict values of emotional intelligence (variable y) values of liveliness (variable x). The prediction equation is $Y = a + bx$. Thus our prediction

equation would be $Y' = 3.624 + .274X$ where Y is the dependent variable and x is the independent variable.

Regression results for Emotional Intelligence and Social Boldness is shown in **Table 3h**. We see that the correlation between Emotional Intelligence and Social Boldness is .323 exactly what we see in **Table 2a**. This indicates a strong association between the two variables. We carried out further regression analysis that will allow us to predict values of emotional intelligence (variable y) values of social boldness (variable x). The prediction equation is $Y = a + bx$. Thus our prediction equation would be $Y' = 3.225 + .352X$ where Y is the dependent variable and x is the independent variable.

Regression results for Emotional Intelligence and Sensitivity is shown in **Table 3i**. We see that the correlation between Emotional Intelligence and Sensitivity is .223 exactly what we see in **Table 2a**. This indicates a strong association between the two variables. We carried out further regression analysis that will allow us to predict values of emotional intelligence (variable y) values of sensitivity (variable x). The prediction equation is $Y = a + bx$. Thus our prediction equation would be $Y' = 6.495 + .184X$ where Y is the dependent variable and x is the independent variable.

Regression results for Emotional Intelligence and Apprehension is shown in **Table 3j**. We see that the correlation between Emotional Intelligence and Apprehension is .245 exactly what we see in **Table 2a**. This indicates a strong association between the two variables. We carried out further regression analysis that will allow us to predict values of emotional intelligence (variable y) values of apprehension (variable x). The prediction equation is $Y = a + bx$. Thus our prediction equation would be $Y' = 6.719 + (-.286)X$ where Y is the dependent variable and x is the independent variable.

Regression results for Emotional Intelligence and Openness to Change is shown in **Table 3k**. We see that the correlation between Emotional Intelligence and Openness to Change is .388 exactly what we see in **Table 2a**. This indicates a strong association between the two variables. We carried out further regression analysis that will allow us to predict values of emotional intelligence (variable y) values of openness to change (variable x). The prediction equation is $Y = a + bx$. Thus our prediction equation would be $Y' = 3.059 + .360X$ where Y is the dependent variable and x is the independent variable.

Regression results for Emotional Intelligence and Openness to Self Reliance is shown in **Table 3l**. We see that the correlation between Emotional Intelligence and Self Reliance is .281 exactly what we see in **Table 2a**. This indicates a strong association between the two variables. We carried out further regression analysis that will allow us to predict values of emotional intelligence (variable y) values of self reliance (variable x). The prediction equation is $Y = a + bx$. Thus our prediction equation would be $Y' = 6.819 + (-.316)X$ where Y is the dependent variable and x is the independent variable.

Regression results for Emotional Intelligence and Openness to Perfectionism is shown in **Table 3m**. We see that the correlation between Emotional Intelligence and Perfectionism is .234

exactly what we see in **Table 2a**. This indicates a strong association between the two variables. We carried out further regression analysis that will allow us to predict values of emotional intelligence (variable y) values of perfectionism (variable x). The prediction equation is $Y = a + bx$. Thus our prediction equation would be $Y' = 3.780 + .257X$ where Y is the dependent variable and x is the independent variable.

5.2 T-test for Emotional Intelligence among Gender

One of the objectives of this study is to understand the difference in Emotional Intelligence based on genders. In this sample of 105 respondents, there are 45 males and 60 females. The mean scores for male is 5.47 and for female the mean score is 4.97. The t-test between genders for Emotional Intelligence yields a probability of .42 and since this probability is greater than 0.5, we conclude that the variances are statistically different from one another and that t-test statistics should not be based on equal variances. So further results indicates t-value of -1.458, with 99 degree of freedom and a probability of .15. As this is greater than .05, we conclude that males and females had similar mean for emotional intelligence. (**Refer Table 4**) It means there is no statistical difference between the mean score of male and female respondent. Thereby we accept the twenty-second null hypothesis that there is no difference in emotional intelligence based on gender.

6. LIMITATION AND FUTURE SCOPE OF STUDY

The various limitations to this study are:

1. A lack of time and resources limited our sample group to 105 respondents only. With increased time and resources a greater sample size could have been drawn.
2. The sample was collected only from people belonging to Gen-Y category. Sample across other categories would have given more variety and insights to the whole study.

3. RECOMMENDATIIONS & CONCLUSION

The survey depicts that there is a very strong relationship between personality traits and emotional intelligence. In today's world it's very important to give emphasis to emotional stability to be competitive in the market. The study shows if proper emphasis given, organizations would be able to hire the right fit for the right job.

The study also states that there is no significant difference between the perception of male and female when it comes to emotional intelligence. Once the right fit is obtained, employees will be more productive which will benefit both the organization and the employee, as employee will be able to give his/her best and organization gets the best.

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ANNEXURES

Table 1a: Correlation of Scales

		Correlations					
		Etot	G1	G2	G3	G4	G5
Etot	Pearson Correlation	1	.320 ^{**}	-.366 ^{**}	-.137	.415 ^{**}	.155
	Sig. (2-tailed)		.001	.000	.164	.000	.115
	N	105	105	105	105	105	105
G1	Pearson Correlation	.320 ^{**}	1	-.246 [*]	-.137	.327 ^{**}	-.114
	Sig. (2-tailed)	.001		.011	.163	.001	.248
	N	105	105	105	105	105	105
G2	Pearson Correlation	-.366 ^{**}	-.246 [*]	1	-.180	-.122	-.120
	Sig. (2-tailed)	.000	.011		.066	.215	.223
	N	105	105	105	105	105	105
G3	Pearson Correlation	-.137	-.137	-.180	1	-.268 ^{**}	.058
	Sig. (2-tailed)	.164	.163	.066		.006	.559
	N	105	105	105	105	105	105
G4	Pearson Correlation	.415 ^{**}	.327 ^{**}	-.122	-.268 ^{**}	1	.113
	Sig. (2-tailed)	.000	.001	.215	.006		.252
	N	105	105	105	105	105	105
G5	Pearson Correlation	.155	-.114	-.120	.058	.113	1
	Sig. (2-tailed)	.115	.248	.223	.559	.252	
	N	105	105	105	105	105	105

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Table 2a: Correlation of Sub-scales

		Correlations					
		Etot	O1	O2	O3	O4	O5
Etot	Pearson Correlation	1	.258 ^{**}	.067	.446 ^{**}	.333 ^{**}	.237 [*]
	Sig. (2-tailed)		.008	.495	.000	.001	.015
	N	105	105	105	105	105	105
O1	Pearson Correlation	.258 ^{**}	1	.048	.075	.195 [*]	.171
	Sig. (2-tailed)	.008		.625	.448	.046	.081
	N	105	105	105	105	105	105
O2	Pearson Correlation	.067	.048	1	.196 [*]	.198 [*]	-.043
	Sig. (2-tailed)	.495	.625		.045	.043	.662
	N	105	105	105	105	105	105
O3	Pearson Correlation	.446 ^{**}	.075	.196 [*]	1	.259 ^{**}	.142
	Sig. (2-tailed)	.000	.448	.045		.008	.149
	N	105	105	105	105	105	105
O4	Pearson Correlation	.333 ^{**}	.195 [*]	.198 [*]	.259 ^{**}	1	.186
	Sig. (2-tailed)	.001	.046	.043	.008		.058
	N	105	105	105	105	105	105
O5	Pearson Correlation	.237 [*]	.171	-.043	.142	.186	1
	Sig. (2-tailed)	.015	.081	.662	.149	.058	
	N	105	105	105	105	105	105

Correlations

		O6	O7	O8	O9	O10	O11
Etot	Pearson Correlation	.167	.323**	-.223*	-.055	-.091	-.064
	Sig. (2-tailed)	.088	.001	.022	.579	.355	.517
	N	105	105	105	105	105	105
O1	Pearson Correlation	.080	.342**	.234*	.012	-.114	-.382**
	Sig. (2-tailed)	.420	.000	.016	.903	.247	.000
	N	105	105	105	105	105	105
O2	Pearson Correlation	-.071	.031	-.077	-.191	-.177	.062
	Sig. (2-tailed)	.469	.754	.437	.052	.071	.531
	N	105	105	105	105	105	105
O3	Pearson Correlation	.092	.384**	-.240*	-.209*	-.469**	.085
	Sig. (2-tailed)	.352	.000	.014	.033	.000	.387
	N	105	105	105	105	105	105
O4	Pearson Correlation	-.022	.156	-.187	-.105	-.167	-.014
	Sig. (2-tailed)	.822	.112	.056	.286	.088	.889
	N	105	105	105	105	105	105
O5	Pearson Correlation	-.242*	.365**	-.188	.021	-.025	-.107
	Sig. (2-tailed)	.013	.000	.055	.828	.796	.276
	N	105	105	105	105	105	105

Correlations

		O12	O13	O14	O15	O16
Etot	Pearson Correlation	-.245*	.388**	-.281**	.234*	-.179
	Sig. (2-tailed)	.012	.000	.004	.016	.068
	N	105	105	105	105	105
O1	Pearson Correlation	-.005	.107	-.467**	.044	.002
	Sig. (2-tailed)	.961	.278	.000	.657	.985
	N	105	105	105	105	105
O2	Pearson Correlation	-.018	-.078	-.156	-.069	.117
	Sig. (2-tailed)	.858	.430	.112	.481	.234
	N	105	105	105	105	105
O3	Pearson Correlation	-.495**	.249*	-.369**	.019	-.299**
	Sig. (2-tailed)	.000	.010	.000	.844	.002
	N	105	105	105	105	105
O4	Pearson Correlation	-.014	.370**	-.148	.235*	.157
	Sig. (2-tailed)	.889	.000	.132	.016	.110
	N	105	105	105	105	105
O5	Pearson Correlation	-.122	.002	-.383**	-.054	.077
	Sig. (2-tailed)	.216	.986	.000	.583	.436
	N	105	105	105	105	105

Correlations

		Etot	O1	O2	O3	O4	O5
O6	Pearson Correlation	.167	.080	-.071	.092	-.022	-.242 ^{**}
	Sig. (2-tailed)	.088	.420	.469	.352	.822	.013
	N	105	105	105	105	105	105
O7	Pearson Correlation	.323 ^{**}	.342 ^{**}	.031	.384 ^{**}	.156	.365 ^{**}
	Sig. (2-tailed)	.001	.000	.754	.000	.112	.000
	N	105	105	105	105	105	105
O8	Pearson Correlation	-.223 ^{**}	.234 ^{**}	-.077	-.240 ^{**}	-.187	-.188
	Sig. (2-tailed)	.022	.016	.437	.014	.056	.055
	N	105	105	105	105	105	105
O9	Pearson Correlation	-.055	.012	-.191	-.209 ^{**}	-.105	.021
	Sig. (2-tailed)	.579	.903	.052	.033	.286	.828
	N	105	105	105	105	105	105
O10	Pearson Correlation	-.091	-.114	-.177	-.469 ^{**}	-.167	-.025
	Sig. (2-tailed)	.355	.247	.071	.000	.088	.796
	N	105	105	105	105	105	105
O11	Pearson Correlation	-.064	-.382 ^{**}	.062	.085	-.014	-.107
	Sig. (2-tailed)	.517	.000	.531	.387	.889	.276
	N	105	105	105	105	105	105
O12	Pearson Correlation	-.245 ^{**}	-.005	-.018	-.495 ^{**}	-.014	-.122
	Sig. (2-tailed)	.012	.981	.858	.000	.889	.216
	N	105	105	105	105	105	105
O13	Pearson Correlation	.388 ^{**}	.107	-.078	.249 ^{**}	.370 ^{**}	.002
	Sig. (2-tailed)	.000	.278	.430	.010	.000	.986
	N	105	105	105	105	105	105
O14	Pearson Correlation	-.281 ^{**}	-.467 ^{**}	-.156	-.369 ^{**}	-.148	-.383 ^{**}
	Sig. (2-tailed)	.004	.000	.112	.000	.132	.000
	N	105	105	105	105	105	105
O15	Pearson Correlation	.234 ^{**}	.044	-.069	.019	.235 ^{**}	-.054
	Sig. (2-tailed)	.016	.657	.481	.844	.016	.583
	N	105	105	105	105	105	105
O16	Pearson Correlation	-.179	.002	.117	-.299 ^{**}	.157	.077
	Sig. (2-tailed)	.068	.985	.234	.002	.110	.436
	N	105	105	105	105	105	105

Correlations

		O6	O7	O8	O9	O10	O11
O6	Pearson Correlation	1	-.099	.043	.127	-.219	.113
	Sig. (2-tailed)		.316	.667	.196	.025	.251
	N	105	105	105	105	105	105
O7	Pearson Correlation	-.099	1	-.106	.061	-.164	-.272 ^{**}
	Sig. (2-tailed)	.316		.280	.536	.094	.005
	N	105	105	105	105	105	105
O8	Pearson Correlation	.043	-.106	1	.146	-.028	.112
	Sig. (2-tailed)	.667	.280		.139	.778	.256
	N	105	105	105	105	105	105
O9	Pearson Correlation	.127	.061	.146	1	.070	-.008
	Sig. (2-tailed)	.196	.536	.139		.479	.934
	N	105	105	105	105	105	105
O10	Pearson Correlation	-.219	-.164	-.028	.070	1	-.115
	Sig. (2-tailed)	.025	.094	.778	.479		.244
	N	105	105	105	105	105	105
O11	Pearson Correlation	.113	-.272 ^{**}	.112	-.008	-.115	1
	Sig. (2-tailed)	.251	.005	.256	.934	.244	
	N	105	105	105	105	105	105
O12	Pearson Correlation	.021	-.334 ^{**}	.274 ^{**}	.188	.292 ^{**}	.030
	Sig. (2-tailed)	.828	.000	.005	.055	.002	.761
	N	105	105	105	105	105	105
O13	Pearson Correlation	.019	.128	-.133	.017	-.073	.038
	Sig. (2-tailed)	.844	.193	.176	.863	.458	.702
	N	105	105	105	105	105	105
O14	Pearson Correlation	-.037	-.402 ^{**}	.038	.219 ^{**}	.384 ^{**}	.268 ^{**}
	Sig. (2-tailed)	.711	.000	.701	.025	.000	.006
	N	105	105	105	105	105	105
O15	Pearson Correlation	.347 ^{**}	-.026	.067	.158	-.171	.023
	Sig. (2-tailed)	.000	.795	.495	.107	.081	.819
	N	105	105	105	105	105	105
O16	Pearson Correlation	-.124	-.135	.191	.230 ^{**}	.144	.160
	Sig. (2-tailed)	.208	.171	.052	.018	.144	.104
	N	105	105	105	105	105	105

Correlations						
		O12	O13	O14	O15	O16
O6	Pearson Correlation	.021	.019	-.037	.347**	-.124
	Sig. (2-tailed)	.828	.844	.711	.000	.208
	N	105	105	105	105	105
O7	Pearson Correlation	-.334**	.128	-.402**	-.026	-.135
	Sig. (2-tailed)	.000	.193	.000	.795	.171
	N	105	105	105	105	105
O8	Pearson Correlation	.274**	-.133	.038	.087	.191
	Sig. (2-tailed)	.005	.176	.701	.495	.052
	N	105	105	105	105	105
O9	Pearson Correlation	.188	.017	.219*	.158	.230
	Sig. (2-tailed)	.055	.863	.025	.107	.018
	N	105	105	105	105	105
O10	Pearson Correlation	.292**	-.073	.384**	-.171	.144
	Sig. (2-tailed)	.002	.458	.000	.081	.144
	N	105	105	105	105	105
O11	Pearson Correlation	.030	.038	.268**	.023	.160
	Sig. (2-tailed)	.761	.702	.006	.819	.104
	N	105	105	105	105	105
O12	Pearson Correlation	1	-.116	.172	.149	.385**
	Sig. (2-tailed)		.239	.079	.131	.000
	N	105	105	105	105	105
O13	Pearson Correlation	-.116	1	-.167	.110	-.124
	Sig. (2-tailed)	.239		.089	.265	.206
	N	105	105	105	105	105
O14	Pearson Correlation	.172	-.167	1	.016	.178
	Sig. (2-tailed)	.079	.089		.868	.069
	N	105	105	105	105	105
O15	Pearson Correlation	.149	.110	.016	1	.005
	Sig. (2-tailed)	.131	.265	.868		.957
	N	105	105	105	105	105
O16	Pearson Correlation	.385**	-.124	.178	.005	1
	Sig. (2-tailed)	.000	.206	.069	.957	
	N	105	105	105	105	105

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Table 3a: Regression Analysis – Emotional Intelligence and Extraversion

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.320 ^a	.103	.094	1.684

a. Predictors: (Constant), G1

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	33.430	1	33.430	11.787	.001 ^b
	Residual	292.132	103	2.836		
	Total	325.562	104			

a. Dependent Variable: Etot

b. Predictors: (Constant), G1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.062	.639		4.792	.000
	G1	.361	.105	.320	3.433	.001

a. Dependent Variable: Etot

Table 3b: Regression Analysis – Emotional Intelligence and Anxiety**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.366 ^a	.134	.126	1.654

a. Predictors: (Constant), G2

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	43.707	1	43.707	15.972	.000 ^b
	Residual	281.855	103	2.736		
	Total	325.562	104			

a. Dependent Variable: Etot

b. Predictors: (Constant), G2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.291	.552		13.204	.000
	G2	-.361	.090	-.366	-3.997	.000

a. Dependent Variable: Etot

Table 3c: Regression Analysis – Emotional Intelligence and Independence**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.415 ^a	.172	.164	1.617

a. Predictors: (Constant), G4

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	56.153	1	56.153	21.468	.000 ^b
	Residual	269.409	103	2.616		
	Total	325.562	104			

a. Dependent Variable: Etot

b. Predictors: (Constant), G4

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.817	.534		5.274	.000
	G4	.404	.087	.415	4.633	.000

a. Dependent Variable: Etot

Table 3d: Regression Analysis – Emotional Intelligence and Warmth

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.258 ^a	.066	.057	1.718

a. Predictors: (Constant), O1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	21.648	1	21.648	7.337	.008 ^b
	Residual	303.914	103	2.951		
	Total	325.562	104			

a. Dependent Variable: Etot

b. Predictors: (Constant), O1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.572	.617		5.786	.000
	O1	.251	.093	.258	2.709	.008

a. Dependent Variable: Etot

Table 3e: Regression Analysis – Emotional Intelligence and Emotional Stability**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.446 ^a	.199	.191	1.592

a. Predictors: (Constant), O3

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	64.646	1	64.646	25.520	.000 ^b
	Residual	260.916	103	2.533		
	Total	325.562	104			

a. Dependent Variable: Etot

b. Predictors: (Constant), O3

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.933	.471		6.225	.000
	O3	.444	.088	.446	5.052	.000

a. Dependent Variable: Etot

Table 3f: Regression Analysis – Emotional Intelligence and Dominance**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.333 ^a	.111	.102	1.676

a. Predictors: (Constant), O4

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	36.143	1	36.143	12.863	.001 ^b
	Residual	289.419	103	2.810		
	Total	325.562	104			

a. Dependent Variable: Etot

b. Predictors: (Constant), O4

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.692	.446		8.276	.000
	O4	.280	.078	.333	3.586	.001

a. Dependent Variable: Etot

Table 3g: Regression Analysis – Emotional Intelligence and Liveliness**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.237 ^a	.056	.047	1.727

a. Predictors: (Constant), O5

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	18.335	1	18.335	6.147	.015 ^b
	Residual	307.227	103	2.983		
	Total	325.562	104			

a. Dependent Variable: Etot

b. Predictors: (Constant), O5

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.624	.650		5.575	.000
	O5	.274	.110	.237	2.479	.015

a. Dependent Variable: Etot

Table 3h: Regression Analysis – Emotional Intelligence and Social Boldness**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.323 ^a	.104	.095	1.683

a. Predictors: (Constant), O7

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	33.881	1	33.881	11.964	.001 ^b
	Residual	291.681	103	2.832		
	Total	325.562	104			

a. Dependent Variable: Etot

b. Predictors: (Constant), O7

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.225	.589		5.475	.000
	O7	.352	.102	.323	3.459	.001

a. Dependent Variable: Etot

Table 3i: Regression Analysis – Emotional Intelligence and Sensitivity**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.223 ^a	.050	.040	1.733

a. Predictors: (Constant), O8

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	16.134	1	16.134	5.371	.022 ^b
	Residual	309.428	103	3.004		
	Total	325.562	104			

a. Dependent Variable: Etot

b. Predictors: (Constant), O8

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.495	.592		10.978	.000
	O8	-.184	.079	-.223	-2.317	.022

a. Dependent Variable: Etot

Table 3j: Regression Analysis – Emotional Intelligence and Apprehension**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.245 ^a	.060	.051	1.724

a. Predictors: (Constant), O12

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	19.502	1	19.502	6.563	.012 ^b
	Residual	306.059	103	2.971		
	Total	325.562	104			

a. Dependent Variable: Etot

b. Predictors: (Constant), O12

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.719	.623		10.777	.000
	O12	-.286	.112	-.245	-2.562	.012

a. Dependent Variable: Etot

Table 3k: Regression Analysis – Emotional Intelligence and Openness to Change**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.388 ^a	.150	.142	1.639

a. Predictors: (Constant), O13

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	48.944	1	48.944	18.225	.000 ^b
	Residual	276.618	103	2.686		
	Total	325.562	104			

a. Dependent Variable: Etot

b. Predictors: (Constant), O13

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.059	.522		5.859	.000
	O13	.360	.084	.388	4.269	.000

a. Dependent Variable: Etot

Table 3l: Regression Analysis – Emotional Intelligence and Self Reliance**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.281 ^a	.079	.070	1.706

a. Predictors: (Constant), O14

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	25.750	1	25.750	8.846	.004 ^b
	Residual	299.812	103	2.911		
	Total	325.562	104			

a. Dependent Variable: Etot

b. Predictors: (Constant), O14

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.819	.575		11.851	.000
	O14	-.316	.106	-.281	-2.974	.004

a. Dependent Variable: Etot

Table 3m: Regression Analysis – Emotional Intelligence and Perfectionism**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.234 ^a	.055	.045	1.729

a. Predictors: (Constant), O15

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	17.791	1	17.791	5.954	.016 ^b
	Residual	307.771	103	2.988		
	Total	325.562	104			

a. Dependent Variable: Etot

b. Predictors: (Constant), O15

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.780	.598		6.318	.000
	O15	.257	.105	.234	2.440	.016

a. Dependent Variable: Etot

Table 4: Independent Samples test of male and female respondents for Emotional Intelligence

Group Statistics					
		N	Mean	Std. Deviation	Std. Error Mean
EI	Female	60	4.97	1.822	0.235
	Male	45	5.47	1.673	0.249

Independent Samples Test									
		Levene's Test for Equality of Variances	t-test for Equality of Means						
		Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower	Upper
EI	Equal variances assumed	0.424	-1.44	103	0.153	-0.5	0.347	-1.188	0.188
	Equal variances not assumed		-1.46	98.795	0.148	-0.5	0.343	-1.18	0.18

Table 5: Acceptance and Rejection of Hypothesis

Hypothes No.	Hypothesis Statement	Accept/Rej
Ho1	There is no correlation between Emotional Intelligence and Extraversion.	Reject
Ho2	There is no correlation between Emotional Intelligence and Anxiety.	Reject
Ho3	There is no correlation between Emotional Intelligence and Tough-Mindedness.	Accept
Ho4	There is no correlation between Emotional Intelligence and Independence.	Reject
Ho5	There is no correlation between Emotional Intelligence and Self-Control.	Accept
Ho6	There is no correlation between Emotional Intelligence and Warmth.	Reject
Ho7	There is no correlation between Emotional Intelligence and Reasoning.	Accept
Ho8	There is no correlation between Emotional Intelligence and Emotional Stability.	Reject
Ho9	There is no correlation between Emotional Intelligence and Dominance.	Reject
Ho10	There is no correlation between Emotional Intelligence and Liveliness.	Reject
Ho11	There is no correlation between Emotional Intelligence and Rule Consciousness.	Accept
Ho12	There is no correlation between Emotional Intelligence and Soci Boldness.	Reject
Ho13	There is no correlation between Emotional Intelligence and Sensitivity.	Reject
Ho14	There is no correlation between Emotional Intelligence and Vigilance.	Accept
Ho15	There is no correlation between Emotional Intelligence and Abstractedness.	Accept
Ho16	There is no correlation between Emotional Intelligence and Privateness.	Accept
Ho17	There is no correlation between Emotional Intelligence and Apprehension.	Reject
Ho18	There is no correlation between Emotional Intelligence and Openness to Change.	Reject
Ho19	There is no correlation between Emotional Intelligence and Self-Reliance.	Reject
Ho20	There is no correlation between Emotional Intelligence and Perfectionism.	Reject
Ho21	There is no correlation between Emotional Intelligence and Tension.	Accept
Ho22	There is no difference in Emotional Intelligence based on Gender.	Accept