

EMOTIONAL INTELLIGENCE AND LEADERSHIP QUALITIES AMONG POST-GRADUATE STUDENTS: A STUDY WITH SPECIAL REFERENCE TO STUDENTS OF MAHAPURUSHA SRIMANTA SANKARADEVA VISWAVIDYALAYA

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Abstract: Emotional Intelligence and Leadership Qualities are two important elements that must be cultivated among every individual in order to live a healthy social life. This study tries to find out the Level of Emotional Intelligence among the Post –Graduate students of a particular university. The study also tries to find out the relationship between Emotional Intelligence and Leadership qualities among the students undertaken in the study. With the help of the study the investigator is able to get an idea about the Emotional Intelligence Level of the respondents of the study. The study also provides guidelines as how to develop Emotional Intelligence and Leadership qualities among students.

Key Words: Emotional Students, Leadership Qualities, Post-Graduate Students.

1.1 INTRODUCTION

The term Emotional Intelligence was first coined by Peter Salovey and John D.Mayer in the year 1990. They describe “Emotional Intelligence “ as ‘ a form of social intelligence that involves the ability to monitor one’s own and others’ feelings and emotions , to discriminate among them, and to use this information to guide one’s thinking and action.” From the definition it can be said that the ability to control and balance one’s emotions and also the capacity to deliver the right kind of emotion in the right situation may be termed as Emotional Intelligence.

According to Daniel Goleman, an American Psychologist who helped to popularize emotional intelligence, there are five key elements to it:

1. Self- Awareness.
2. Self- Regulation.
3. Motivation.
4. Empathy.
5. Social Skills.

The above mentioned element that contributes to Emotional Intelligence can be discussed in details as follows:

1. Self- Awareness: Being aware of oneself means to be aware of one’s positivity and ones weakness. It helps a person to measure his or her abilities to deal a particular situation. Self- awareness is one of the important elements of Emotionally Intelligent person.
2. Self- Regulation: Self- regulation is the one of the key area of personal skill that contribute to Emotional Intelligence. It is the ability to control and manage our emotions, our resources and abilities. Self- regulation is about how we control our actions, feelings and our deeds.

3. **Motivation:** Motivation is the force which drives a person to act in a particular way in order to achieve one's goal. It is obvious that behind every action there is a motive, therefore motivation is the process that stimulates a person to accomplish ones desire. An Emotionally Intelligent person has to be a well- motivated person.
4. **Empathy:** In simple words, Empathy means the ability to understand and share the feelings of others. It is the ability to place oneself in others position, to understand the other person's feelings from their area of reference. Empathy is one of the important elements that built up Emotional Intelligence.
5. **Social Skills:** As it is already said that Emotional Intelligence is a form of social intelligence, therefore social skills is an important element of Emotional Intelligence. Social Skills refers to that competency that enables one to deal effectively with all the social processes.

Emotional Intelligence is therefore the capability of an individual to portray the exact emotion at the exact time. An Emotionally Intelligent person is one with a perfect blend of emotions and self-confidence. He or She is a socially fit individual and can properly adjust with any absurd situation of their life. Leadership on the other hand is the ability to lead a group of people or an organization towards achieving their respective targets. Being a leader means a person who is obeyed, respected as well as followed by others. It is the ability to guide, direct, manage, control, govern, supervise and as a whole authorize a particular group of people who have come together to fulfill some of their similar goals. It is the art of motivating people to work together and effectively. Leadership Qualities among people especially among students is a must because only good leaders can become good achievers who can as a whole bring certain changes and development to the society. There are certain qualities that a person must cultivate in order to become a good leader such as:

- a) Honesty.
- b) Integrity.
- c) Commitment.
- d) Punctuality.
- e) Decision-Making
- f) Problem- Solving
- g) Accountability
- h) Creativity
- i) Innovation etc

Besides the above mentioned qualities a good leader must also be a popular individual among the group members and he or she must also win the confidence and attention of the other group members. Post-Graduate education is generally a part of Higher Education that involves learning for a Master Degree in a particular course. It is generally offered by Universities or Institutes of Higher Education. Post- Graduate Education in any society is considered to be an education that has immense scope for intellectual development and effective changes in the social system. It deals with those subject matters and with a handful of resourceful persons who are eligible for creating a more upgraded version of human society. Mahapurusha Srimanta Sankaradeva Viswavidyalaya is a University established through The Mahapurusha Srimanta Sankaradeva Viswavidyalaya Act, 2013 in the state of Assam. The University is located in Nagaon , the birthplace of the great Scholar ,Saint of Assam, Srimanta Sankaradeva and is named after Him. The University has one more campus at Guwahati. The Nagaon Campus of the University has 6 Departments which conducts both Master Degree and Research Programmes. The University is one of its kinds that try to provide higher education with a touch of Spirituality and Modernity.

1.2 RATIONALE OF THE STUDY

Post-Graduate Students are those who are at the verge of entering the social life and holding social responsibility as soon as they complete their formal education. As such it is very essential that such students are prepared enough so that they might be able to carry out social duties effectively. It is obvious that students must be socially intelligent and also aware about their society and its ways of functioning. Hence Emotional Intelligence and Leadership are two of the important qualities that every student of this stage

must cultivate, in order to lead a healthy social life. Through the study, the investigator wants to measure the level of emotional intelligence and the kind of leadership qualities possessed by the post graduate students of the respective University. The study shall reveal as to what extent the students are able to handle certain situations in their personal life as well as in the society and provide us with an idea of their Emotional Intelligence. The study shall also check the Leadership qualities acquired by the students and shall find if there is any relationship between Emotional Intelligence and Leadership qualities among them.

In today's society where Emotional Intelligence and Leadership qualities are two important element to be cultivated by students pursuing higher education, the study is significant , as it shall provide us with a overview whether these two elements are properly cultivated among the students and the means to cultivate them more effectively among the Post-Graduate students.

1.3 STATEMENT OF THE PROBLEM

The present study has been entitled as “Emotional Intelligence and Leadership Qualities among Post-Graduate Students: A study with special reference to students of Mahapurusha Srimanta Sankaradeva Vishwavidyalaya”

1.4 OBJECTIVES OF THE STUDY

The following objectives were determined for the study:

- 1.To study the level of Emotional Intelligence among the Post-Graduate students of Mahapurusha Srimanta Sankaradeva Viswavidyalaya.
- 2.To study the Emotional Intelligence Level of the Post-Graduate students of Mahapurusha Srimanta Sankaradeva Viswavidyalaya with respect to Gender.
- 3.To study if there exist significant difference in Emotional Intelligence among the male and female Post- Graduate students of Mahapurusha Srimanta Sankaradeva Viswavidyalaya.
- 4.To study the correlation between Emotional Intelligence and Leadership qualities among the Post-Graduate students of Mahapurusha Srimanta Sankaradeva Viswavidyalaya.

1.5 HYPOTHESIS

Keeping in view the objectives of the study, the investigator has formulated the following hypothesis:

1. There is no significant difference between the Emotional Intelligence of the Post- Graduate Students of Mahapurusha Srimanta Sankaradeva Viswavidyalaya with respect to Gender.
2. There is no significant relationship between Emotional Intelligence and Leadership qualities among the Post-Graduate students of Mahapurusha Srimanta Sankaradeva Viswavidyalaya.

1.6 DELIMITATIONS OF THE STUDY

Considering the time limit and the scope of the study, the study is delimited to:

1. The Nagaon Campus of Mahapurusha Srimanta Sankaradeva Viswavidyalaya only.

1.7 REVIEW OF RELATED LITERATURE

Review of Related Literature is an important part of a good and effective research. It provides an insight into the problem the investigator has taken up for study. It provides a guideline for determining the objectives of the study, the significance of the study etc. the main intention of Review of Related Literature is to know about the new trends and also about the research gap related to the concerned study.

The investigator has gone through various research related to the respective topic which are discussed as follows:

1) Shipley, Jackson and Segrest made a study on ‘ The effects of emotional intelligence, age, work experience, and academic performance’. In this study the emotional intelligence was found to be positively associated with work experience but not significantly associated with age.

2) Brackett, Rivers and Salovey conducted a study on ‘Emotional Intelligence: Implications for personal, Social, Academic and Workplace Success.’ The researchers found that emotional intelligence can be taught

and developed. It can be measured objectively, it predicts important life outcomes, and it appears that the skills that comprise the construct can be learned.

3) Sharma, Manoj Kumar conducted a study on 'A study of relationship of emotional intelligence with adjustment, stress and achievement among senior secondary students.' The study found that there is Negative Significant Relationship between Emotional Intelligence and Stress, which shows that emotional intelligence directly influences the stress among senior secondary students. There is Negative Significant Relationship between Emotional Intelligence and Adjustment which shows that emotional intelligence directly influences the adjustment among senior secondary students. The study also found that there negative significant relationship between emotional intelligence and home, emotional intelligence and health adjustment, emotional intelligence and social adjustment, which shows that emotional intelligence directly, influences home adjustment, social adjustment and health adjustment among senior secondary students.

4) Desai Dhruv made a study on 'The impact of Leadership styles emotional intelligence of leaders and organizational culture on performance'. The findings of the research provide that Constructive Leadership style has a significant impact on performance. Moderately defensive culture and constructive culture has a moderating role on leadership style and emotional intelligence.

The above studies help the researcher in gathering a lot idea about the related variable of the study that is Emotional Intelligence and leadership Qualities. The review of Literature also guided the investigator the methods to be followed in carrying out the research. It throws light on the need of conducting the study on the respective area, as no such studies were conducted earlier at this stage.

1.8 METHODOLOGY

Selection of a proper method and procedure is the backbone of a good research work. After the selection of the topic, the next step of the researcher is to follow a proper method and procedure to carry out the research.

1.9 METHOD OF STUDY

For the present study, the investigator has used the descriptive survey method for collection of data and other related information.

2.1 TOOLS USED FOR THE STUDY

According to the need of the study, the investigator has used the following tools for analyzing and interpretation of the data.

I. Emotional Intelligence Scale: A standardized Emotional Intelligence Scale constructed by Prof. Roquiya Zainuddin and Dr. Anjum Ahmed. The test consists of 30 items in five dimensions: (a) Self-awareness, (b) Self-regulation, (c) Motivation, (d) Empathy, (e) Social skill. The scale is constructed for the age group 21-25 years.

II. Leader Behaviour Scale: A standardized scale constructed by Asha Hinger . The scale consists of 30 items. It measures six areas: (a) Emotional Stabilizer, (b) Team-Builder, (c) Performance Orientor, (d) Potential Extractor, (v) Socially Intelligent, (vi) Value –Inculcator.

The investigator purchased these two tools and used them in collecting the required data for the study.

2.1 POPULATION OF THE STUDY

In the present study, the total comprises all the Post-graduate students of Mahapurusha Srimanta Sankaradeva Viswavidyalaya. There are about 274 students in the Nagaon Campus of the University including the six departments of the university.

2.2 SAMPLE OF THE STUDY

The investigator used the Incidental Sampling Technique for selecting the sample for the study. Out of the total population, 30% of the total population was taken as the sample for study, and hence, data was collected from 82 students of the University.

2.3 COLLECTION OF DATA

The investigator collected all the data from the students directly who were the primary sources of data.

2.4 STATISTICAL TECHNIQUE USED

Taking into consideration the objectives and hypothesis of the study, the following statistical techniques were used for the analysis and interpretation of the data:

1. For objective no.1 and objective no.2 Mean, Median , Mode, Kurtosis and Skewness were calculated.
2. For objective 3 Critical Ratio(CR) was calculated.
3. FOR OBJECTIVE NO.4 PRODUCT -MOMENT COEFFICIENT OF CORRELATION WAS CALCULATED.

2.5 ANALYSIS AND INTERPRETATION OF DATA

After the collection of data, the next step is proper analysis and interpretation of data. In the present study, the investigator has tabulated the data and analyzed it objective-wise. The investigator tested the null-hypothesis at 0.01 level (1.96).

2.5.1 Analysis of Objective no. 1

1. Objective No.1: To study the level of Emotional Intelligence among the Post-Graduate students of Mahapurusha Srimanta Sankaradeva Viswavidyalaya.

Table: 1.1

Emotional Intelligence Level among the Post-Graduate students of Mahapurusha Srimanta Sankaradeva Viswavidyalaya

| Mean | Median | Mode | Standard Deviation | Skewness | Kurtosis |
|-------|--------|-------|--------------------|----------|----------|
| 67.56 | 65.85 | 62.43 | 2.13 | 1.60 | 0.239 |

From the above table, the calculated value of Mean, Median and Mode is found to be 67.56, 65.85 and 62.43 respectively. The Standard deviation of the score is 2.13. The value of skewness is 1.60 which indicate that are scores are positively skewed and the value of kurtosis is 1.2 which indicates that the distribution is Leptokurtic.

2 .Objective No. 2: To study the Emotional Intelligence Level of the Post-Graduate students of Mahapurusha Srimanta Sankaradeva Viswavidyalaya with respect to Gender.

Table: 2

Emotional Intelligence of the Post-Graduate students of Mahapurusha Srimanta Sankaradeva Viswavidyalaya with respect to Gender

| Gender | Mean | Median | Mode | S.D. | Skewne ss | Kurtosi s |
|--------|------|--------|-------|------|--------------|--------------|
| Male | 68.9 | 68.05 | 66.35 | 2.18 | 1.16 | 0.213 |
| Female | 74.5 | 73.8 | 72.4 | 2.56 | 0.82 | 0.182 |

From the above table, the calculated value of Mean, Median and Mode in case of Male Post- Graduate students , is found to be 68.9, 68.05 and 66.35 respectively, and in case of female Post-Graduate students is found to be 74.5, 73.8 and 72.4 respectively. The Standard deviation of the scores in case of both Male and Female Post- Graduate students is found to be 2.18 and 2.56 respectively. The value of skewness in case of Male Post-Graduate students is 1.16 and in case of Female Post-Graduate students is 0.82 which indicates that in both the cases the scores are positively skewed. The value of kurtosis in both Male and Female Post – Graduate students are found to be 0.213 and 0.182 respectively that indicates that both the distribution are Leptokurtic.

3 .Objective No. 3: To study if there exist significant difference in Emotional Intelligence among the male and female Post- Graduate students of Mahapurusha Srimanta Sankaradeva Viswavidyalaya.

Table: 3

Comparison of Emotional Intelligence Level between the Male and Female Post- Graduate students of Mahapurusha Srimanta Sankaradeva Viswavidyalaya.

| Gender | N (total) | Mean | SD | SE _D | CR(critical ratio) | Significance |
|--------|-----------|------|------|-----------------|--------------------|--------------|
| Male | 31 | 68.9 | 2.18 | 0.51 | 10.98 | Significant |
| Female | 51 | 74.5 | 2.56 | | | |

The above table depicts that the Mean value of the Male Post-Graduate students is 68.9 and the standard deviation is 2.18 and that of Female Post-Graduate students is 74.5 and 2.56 respectively. The standard error of mean is 0.51 and the critical value is 10.98. The calculated value of CR is much higher than the tabulated value at 0.01 level. Therefore it clearly shows that there is significant difference in the Emotional Intelligence Level between the Male Post-Graduate students and Female Post-Graduate students. Thus the research hypothesis that was formulated against this objective stands rejected.

4. Objective No.4: To study the Correlation ship between Emotional Intelligence and Leadership qualities among the Post-Graduate students of Mahapurusha Srimanta Sankaradeva Viswavidyalaya.

Table: 4

Correlation ship between Emotional Intelligence and Leadership qualities among the Post- Graduate students of Mahapurusha Srimanta Sankaradeva Viswavidyalaya

| Variable | Product-moment coefficient of correlation |
|---|---|
| Emotional Intelligence and Leadership qualities | 0.68 |

The above table shows that the Product moment coefficient of correlation(r) between Emotional Intelligence and Leadership qualities is 0.68 which indicates that there is a moderate relationship between the Emotional Intelligence Level and Leadership qualities among the Post-Graduate students of Mahapurusha Srimanta Sankaradeva Viswavidyalaya. Therefore the research hypothesis formulated is accepted.

Hence, the above analysis puts forward a proper interpretation of data of the respective study.

3.1 FINDINGS OF THE STUDY

The findings of the study can be discussed as follows:

- It is found that most of the Post-graduate students have a high level of Emotional Intelligence.
- The positive skewness indicates that the scores have been massed towards the higher end of the scale and the value of kurtosis indicates that the distribution is Leptokurtic.
- The interpretation of the second objective also clearly shows that most of the Male and Female Post-Graduate students have a high level of Emotional Intelligence.
- Here also the positive skewness indicates the scores are massed towards the higher level of the scale and the distribution in both the cases is Leptokurtic.
- From the interpretation of the third objective, it is clear that there is significant difference in the Emotional Level of the Male and Female Post-Graduate students of Mahapurusha Srimanta Sankaradeva Viswavidyalaya.
- Lastly, it was found that there is moderate correlation between Emotional Intelligence and Leadership qualities among the students of the respective study.

4.1 SUMMARY

The above entitled, 'Emotional Intelligence and Leadership Qualities among Post- Graduate Students: A study with special reference to students of Mahapurusha Srimanta Sankaradeva Viswavidyalaya' was a small research, which was undertaken by the investigator to get an idea about the Level of Emotional Intelligence and Leadership Qualities of Post –Graduate students. The study clearly shows that the students have a high level of Emotional Intelligence and there is also a significant difference between the Male and Female Post-Graduate students so far as there Level of Emotional Intelligence is concern. The study also indicates that there is a moderate correlation between the level of Emotional

Intelligence and Leadership qualities among the Post – Graduate students of Mahapurusha Srimanta Sankaradeva Viswavidyalaya. The investigator also formulated two null-hypotheses, out of which one stands rejected and the other one can be accepted.

6.2 CONCLUSION

From the above study, we can clearly come to the conclusion that the Post-Graduate students have a high level of Emotional Intelligence and hence they can be considered to be emotionally matured individual who can smartly deal with the kind of situation they face in their social life. The study also reveals that there is considerable difference in the level of Emotional Intelligence between boys and girls, which shows that both the sexes shall act and react differently when they are exposed to any kind of social situations. The correlation between the two variables taken in the study shows that the Emotional Intelligence influences Leadership qualities present in the students and vice-versa. Therefore it can be concluded that both Emotional Intelligence and Leadership qualities are very much important for the students at this stage, and every effort must be taken by the authorities concerned to develop these qualities among the Post-Graduate Students.

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