

## **Galvanising Higher Education Institution by Fabricating Emotional Intelligence to Embark On To Prevail over Covid-19 like World Disaster**

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### **Abstract**

*Higher education institution is the prominence of any Nation. India has such higher education institutions in legion. Contextually tracing the lockdown due to COVID-19, education institution is stagnated behind were in the dawn of 2020.No Higher education system was ready for a paradigm shift or a change. Technology never entered into the classroom because of the adversity it causes among the children might undisciplined them. The study focuses on the same to mitigate the stagnation and set an execute run to practice any course as life oriented one by tuning in certain core psychological function of the human instinct like emotional intelligence. According to Daniel Goleman's conceptual frame work, the study intend to measure the emotional intelligence among the academicians in the higher education institutions as a competing factor to accommodate with the changes and keep robusting the academic output to a greater heights. Through descriptive study the researcher studied all the academicians with at least two years of experience being worked as college teachers and by census method data was collected and analysed the personal and social competence which was conceptualised as EI. The implication of the study was discussed in the paper*

**Keywords:** Higher education Institution, Academicians, Emotional Intelligence, Competency, Teaching.

### **INTRODUCTION**

Emotional intelligence is the capacity of a person to interpret and actualize upon human emotions, both outwardly and inwardly. An “emotionally intelligent” person is able to know and to control the emotions of themselves, of other people and of entire groups of

people. Emotional Intelligence, as a psychological theory, developed by Peter Salovey and John Mayer, who defines "Emotional intelligence is the ability to perceive emotions, to access and generate emotions so as to assist thought, to understand emotions and emotional knowledge, and to reflectively regulate emotions so as to promote emotional and intellectual growth." Emotional intelligence cannot be completed if not spoken by Daniel Goleman's postulation on Emotional intelligence It is he who brought "emotional intelligence" on the bestseller list and has authored a number of books on Emotional Intelligence.

Emotional intelligence are not necessary for any job that deals with mechanical techniques and machines. But few professions that held up with human brains and people friendly has to have a emotional intelligence as one nurturing factor to keep running the job more live and life filled, of which teachers lectures professors psychologist social workers and psychologist stood up for the race.

#### **REVIEW OF LITERATURE:**

There is sufficient evidence based research conducted that emotional intelligence is the dire need of nay workplace and it is identified as one essential skill which has to be enriched, practiced, and positively modified too to keep the fruits of the effort in any job. On this argument few reviews have listed below.

**Nicola S. Schutte, Natasha M. Loi (2014)** published an article in a journal called "The Personality and Individual Differences", at the science direct. Responses from 319 working adults showed that higher emotional intelligence was significantly related to better mental health, more work engagement, more satisfaction with social support in the workplace, and more perceived power in the workplace.

**Van Rooy and Viswesvaran (2004)** conceptualized emotional intelligence "as a set of abilities (verbal and nonverbal) that enable a person to generate, recognize, express, understand, and evaluate their own, and others, emotions as a guide to thinking and action that successfully cope with environmental demands and pressures". They used research synthesis or metaanalysis to understand the power of EI and suggested that EI should be a predictor of occupational burnout.

Thus review of literature significantly explains the dire need of emotional intelligence to be the threshold to galvanise HEI's to accommodate any change like the covid-19 revolutions and exist in its own prestige identity of the Nation.

#### **METHODS AND MATERIALS:**

**Significance and scope of the study:**

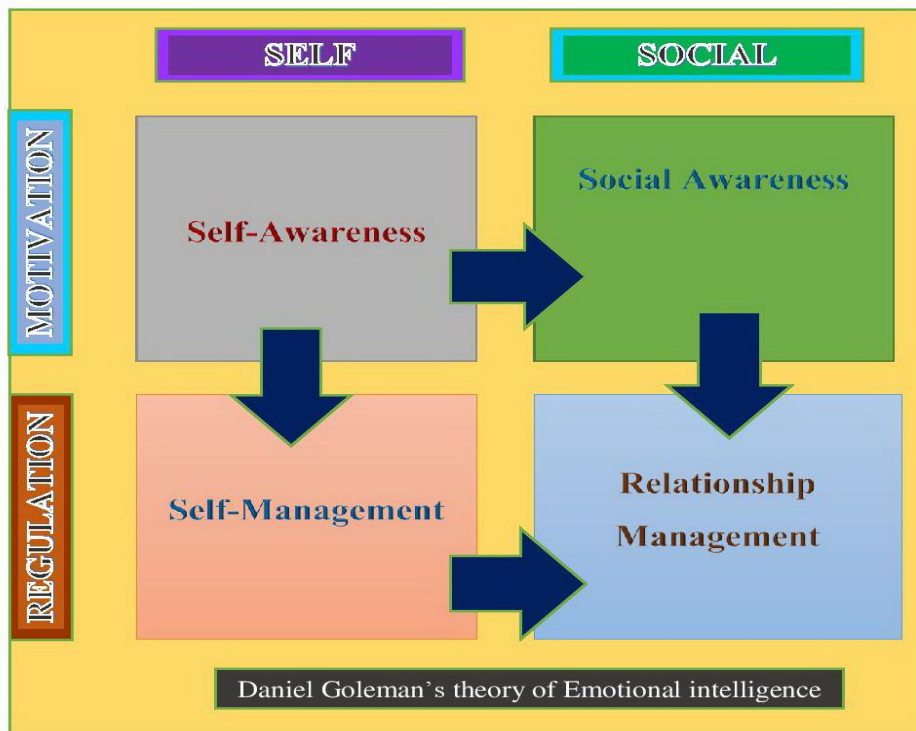
The study intend to measure the existing Emotional intelligence of the higher education college teachers of a college in Tiruchirappalli. As we all know that our planet exclusively the covid-19 Panic has stricken many routines in our life chart of which academics or education is more vital in that list. A core and crucial ending and starting of a new academic was slumbering and a enforced new take-up of online profession replacing many college is all running in online mode keeping in connect. But this shift is still not yet taken in full fledge because of the lack of readiness in many Higher Education Institutions who are hesitant to accommodate with the possible changes. The researcher has initiate to postulate the need of emotional intelligence in academic institutions as one of the competency to be an answer for all the above discussions.

**Aim and objectives of the study:**

The study aimed at understanding the emotional intelligence among the employees in higher education institutions and there by suggesting any suitable suggestion to revitalise the skill to enhance the teaching effectiveness. The study also focussed on any difference or association exist between the selected variables and the study variables

**Research Design:**

The researcher adopted Daniel Goleman's conceptual model of emotional intelligence as core competency in work place which gained more popular and relevance especially among the organised corporate and formal educational institution to reset its growth with adequate updation.



*Daniel Goleman's Mixed Model EI -1995*

The 5 components of the assessment tool was analysed individually and in group to measure the level of EI among the college educators of the chosen institution in Tiruchirappalli District.

The researcher identified a Higher Education institution which is aided as well as Self-Financing, and Autonomous College equipping both the gender and in the Trichy City Limit out of 4 colleges through lottery method one institutions was identified and the research work was carried out. All the higher education institution college teachers who were of both aided and management staff recruited till 2018 was included in the study. The study was descriptive in nature and complete enumeration of the universe was reflected in the study.

**Findings and Interpretations:**

**Table-1**

**DISTRIBUTION OF RESPONDENTS BASED ON LEVEL OF EMOTIONAL INTELLIGENCE AMONG THE COLLEGE TEACHERS IN HIGHER EDUCATION INSTITUTION:**

S.NO	Level of Emotional Intelligence	No of Respondents N = 270	Percent %
1	Low Level of Emotional Intelligence	64	24
2	Moderate Level of Emotional Intelligence	137	50
3	Higher Level of Emotional Intelligence	69	26
<b>Total</b>		<b>270</b>	<b>100</b>

As per the tabulation the level of emotional intelligence is displayed. 50% of the respondents carries a moderate level of emotional intelligence and quarter portion of them own a very high level of emotional intelligence and less than quarter of the respondents possess very poor level of emotional intelligence. **Sinha, Deepti. (2016)** state and concluded in her study that EI is also of paramount importance for the employees in order to manage their own stress levels, which is an integral part of their job profile. Thus emotional intelligence is a much-needed occupational prerequisite for all service sector employees in the face of the high-pressure work environment they operate in, both interpersonally and intrapersonally.

**Table-2**

**CHI SQUARE TEST BETWEEN EDUCATIONAL QUALIFICATION AND EMOTIONAL INTELLIGENCE**

S. No	Level of Emotional Intelligence	Educational qualification				Statistical Inference
		PG	PhD	NET/SLET	MPhil	
1.	<b>Low</b>	21	30	8	5	<b>X<sup>2</sup> =19.978</b> <b>df=8</b> <b>P &lt;0.05</b> <b>Significant</b>
2.	<b>Moderate</b>	41	60	34	2	
3.	<b>High</b>	16	24	27	2	

From the above table it's inferred that educational qualification of the respondents has significant association with the level of emotional intelligence. Unlikely **Kauts and Kumar (2015)** articulated in their study findings that in F Ratio there is no significance of difference found between qualification and emotional intelligence. According to this study higher educational qualification possessed by the higher education institution faculty their emotional intelligence level also varies.

### **CONCLUSION AND RECOMMENDATIONS:**

On the whole talking about the emotional intelligence, this study infers a moderate level of EI among its respondents and they are in dire need to enrich their EI in order to keep the Nobel teaching profession highly effective. It's a new launch of new pattern of learning and teaching which more challenging to rework is and re pattern on the threshold which keep the teachers a great challenge. As we discussed, emotional intelligence does not and should not be thought of as a replacement or substitute for ability, knowledge or job skills.

So some of the few ways we can cultivate EI

- HEI's Must take care to help their employees practicing emotional stability
- keep tracking on channels of communication in work place, allow them to speak up for themselves
- acknowledge their decision as wise and help them to execute the same
- allow them to meet their students or fellow colleagues out of time to share and hear voices of hurts and mistakes and let them have a quality in relationship
- Let not the authority be the one mode to disseminate views and opinions, rework on the power of the institution shall decentralised to establish a work autonomy.
- Create space to understand their emotions and the emotion of others.
- Stop thinking of IQ and its time that we should work on our EQ's, which is the magic wand and that is what god sowed light in all of us which is not explore and kept all employees as an artificial intelligence doll to work as the battery is charged and modelled to perform

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