

## A STUDY ON EMOTIONAL INTELLIGENCE AND LOCUS OF CONTROL OF TEACHERS IN RELATION TO THEIR WORK COMMITMENT

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### ABSTRACT

*Education in a broad sense refers to a process of an overall development. The role of teacher in the field of education is vital. While a lot of burden related to teaching is put on teacher's shoulders there are other factors related to teaching that have to be considered while assessing the quality of teaching. Factors such as emotional intelligence, and locus of control in relation to work commitment are studied in the present paper. Emotional intelligence is the ability to understand one's own emotions and those of others. Teaching as a profession demands the teacher to display emotional intelligence to motivate students constantly. Locus of control refers to the extent to which an individual believes whether the events in his/her life are controlled by external or internal factors. The application of locus of control in an educational institution is relevant here. Work commitment refers to an individual's attachment with the work in an organization. The study helps in understanding the dimensions of commitment of teachers which would help in visualizing effective strategies to deal with any issues of teachers. The present study intends to find out the relationship between emotional intelligence, locus of control and work commitment of teachers in a select higher educational institution. It is based on primary data collected from a random sample of teachers. Valid and tested Emotional Intelligence Scale, Locus of Control and Work Commitment Scale meant for teachers, have been applied for the study. Statistical techniques were used in order to analyze the data. This study is considered to contribute towards improving the work commitment of teachers based on their levels of emotional intelligence and locus of control.*

*Keywords: Emotional intelligence, Locus of control, Work commitment, Teacher and student*

### I. INTRODUCTION

Current educational sector is undergoing very rigorous modernization and there is a dire need of the sector to handle various issues and challenges in hand. Emotional intelligence (EI) and Locus of control (LOC) have evolved as significant factors in the educational sector. Teachers are the main pillars of any educational institution. The teacher's personality plays a major role in shaping student's personality. Teacher's abilities and organizationally relevant personality traits dictate the positive work commitment (WC) in any institution.

The EI and LOC and their relation to WC of a select higher educational institution (HEI) which has both Under-Graduate (UG) and Post-Graduate (PG) courses with an unaided status are analyzed in the present study. The data collected have been analyzed by using a regression model.

### II. NEED OF THE STUDY

The review of related studies revealed that only very few studies have been conducted on EI and LOC of teachers in a geographical area in India, especially in the field of college education. In