

Received on
6/8/2015
M. S.

2015 - (46)

Emotional Intelligence – A Model for Effective Leadership, Competency and Career Growth

M. Suvarchala Rani*

Department of Management Studies, Bhavan's Vivekananda College of Science, Humanities and Commerce
Sainikpuri, Hyderabad – 500094, Andhra Pradesh, India; skorapole@yahoo.com

Abstract

An emotionally intelligent person has the ability of not only understanding his emotions but also comprehending the emotions of others considerably well. An individual with high emotional intelligence would have dynamic leadership skills, good relationship with his superiors, subordinates and peers and most importantly he would have high degree of personal satisfaction and success at workplace. This paper covers the need for managers and employees to have high levels of emotional intelligence at workplace. It aims at analysing how emotional intelligence as a competency contributes to effective leadership using the ability model of EI where four major aspects are covered like perception, facilitation, understanding and management of emotions. Data was collected using structured questionnaire from 80 respondents representing middle level managers in 6 public and private sectors organizations. The paper also analyzes emotional intelligence as a competency factor and explores the relationship between emotional intelligence and effective leadership. The study on emotional intelligence has suggested that the training in these skills is essential for preparing people for career as well as personal success and fulfilment. It is suggested that emotional intelligence training has to be instituted by educators so that students with effective leadership skills can be made ready for a successful career growth.

Keywords: Ability Model, Career Growth, Competency, Emotional Intelligence, Leadership

1. Introduction

An emotionally intelligent person possesses the ability to understand his emotions but as well those of others with whom the person interacts or comes into contact. An individual with high emotional intelligence would have effective leadership skills, competency or ability to deal with emotional situations in self and others. In the process, an emotionally intelligent person will forge ahead in career while playing a contributory role in the achievement of organizational objectives and goals. Such a person will maintain good relationship with his superiors, subordinates and peers and most importantly he would have high degree of personal satisfaction and success at workplace.

This paper covers the need for employees to have high levels of emotional intelligence at workplace for organizational growth and career advancement. It aims at analyzing how high emotional intelligence contributes to

effective leadership, builds relative competency or ability facilitates career growth of the employee. Employee training plays a positive role in this context in instilling and enhancing the requisite skills for preparing them for organizational progress.

The study attempts to evolve an Emotional Intelligence Model for employees in an organization, based on an empirical analysis, for building up effective leadership skills, competency for achieving the organizational objectives and goals, and in the process having a desired career growth.

2. Variables/Concepts

A conceptual coverage of the aspects of emotional intelligence, effective leadership, competency or ability, and career growth is given as follows. The variables relevant for the study have also been explained.

*Author for correspondence