



Vol. 01, No. 03; Jul – Sep (2021)

## Quing: International Journal of Commerce and Management

Available at <https://quingpublications.com/journals/ijcm>



# Emotional Intelligence among Managers in Textile Sector



**Dr. R. Shanthi\***

Research Supervisor, Dept., of Management Studies, Kaamadhenu Arts and Science College, Sathyamangalam, Erode Dt, TN, IND.

**K. Noojahan**

PhD Scholar in Management, Kaamadhenu Arts and Science College, Sathyamangalam, Erode Dt, TN, IND.

ARTICLE INFO	ABSTRACT
<p><b>Received:</b> 17-08-2021</p> <p><b>Received in revised form:</b> 18-09-2021</p> <p><b>Accepted:</b> 24-09-2021</p> <p><b>Available online:</b> 30-09-2021</p>	<p>Emotional Intelligence (EI) is the skill of the managers which he applies in his work place by controlling his emotions and analyse the factors which influence him in taking decisions. In today's technological world there is lot of tension, stress and pressure inside the organization and this can reduce by means of emotional intelligence. Here the researcher attempts to analyse the effect of EI on leadership effectiveness (LE). Descriptive research design is used. Sampling area is Tirupur and sample size is 121. Sampling unit is the employee of Garment Company. SPSS software is used for analysing the data. Regression is applied. The finding of the study shows that there is a positive impact of EI on LE.</p>
<p><b>Keywords:</b></p> <p>About five; keywords</p>	
<p>© 2021 Quing: IJCM, Published by Quing Publications. This is an open access article under the <a href="#">CC-BY 4.0 license</a>, which allows use, distribution and reproduction in any medium, provided the original work is properly cited.</p>	
<p><b>DOI:</b> <a href="https://doi.org/10.54368/qijcm.1.3.0012">https://doi.org/10.54368/qijcm.1.3.0012</a></p>	

## 1.0 INTRODUCTION

A person in the managerial level has lot of burdens and strain in his workplace. He is in a position to take decision after controlling all his emotions for maintaining peaceful environment. A leader has to know how to manage his followers without any problem hence emotional intelligence is very important in an organisation for effective utilisation of human resources and also for better productivity (Goleman 1998, Cherniss 2000). Leaders' attainment of goals is totally based on emotional intelligence (Groves *et al.*, 2008). A leader may have good educational background, creative mind, best training, strong investment base but he may not be successful in his business this is where emotional intelligence plays vital role. The textile sector is the ancient and major sector which contributes to the economy and also fulfils the basic need of the society. It is primarily dependent on the agriculture sector. The area under study is Tirupur district of Tamilnadu. Tirupur is the textile hub which caters the need of both the domestic and foreign garment market. organisation growth is dependent upon the level of emotional intelligence.

\* Corresponding author's e-mail: [rangasamyshanthi@gmail.com](mailto:rangasamyshanthi@gmail.com) (Dr.R.Shanthi)

## 1.2 Review of Literature

George, J. M. (2000) did study in a University of Singapore among the foreign and local UG students. he found out that the foreign graduates are having higher EI than local students. Boyatzis, R. E. (2013) did study among the American students which showed that emotional intelligence is having a positive correlation with psychological well-being study was done by Tripathi, I. (2016). where he showed that EI is influencing academic achievement. Nirmala, J. (2010) study where he she used 60 managers in an insurance company of South Africa that study revealed that EI is influencing leadership behavior. Research has also been done in military organisations to find out the level of EI.

## 1.3 Objective

- To find whether EI is influencing LE in Garment sector

## 2.0 METHODOLOGY USED

Descriptive research design is used. Sampling area is Tirupur and sample size is 121. Sampling unit is the supervisor or manager of various units of Garment Company. SPSS software is used for analysing the data. Regression is applied. The hypothesis framed are

H0: Emotional intelligence is not having a significant influence on leadership effectiveness

## 3.0 RESULT AND DISCUSSION

Regression is applied to find out whether Emotional intelligence is having a significant impact on leadership effectiveness. The following table shows the demographic particulars

*Table 1 – Shows the Demographic Details*

Particulars	Variables	Frequency	Percentage
Gender	Male	119	98.3
	Female	02	1.7
Age (years)	Below 30 years	61	50.4
	31- 40 years	58	47.9
	41-50 years	02	1.7
Marital status	Married	40	33.1
	Unmarried	81	66.9
Education	Graduate	89	73.6
	Post Graduate	32	26.4
Experience	Less than 10 years	53	43.8
	10-20 years	46	38.0
	20 to 30 years	22	18.2
Monthly income	< 25,000	99	81.8
	25,001 to 35,000	12	9.9
	35,001 to 45,000	08	6.6
	> 45,000	02	1.7

## Summary

Dependent Variable	: Leadership effectiveness (Y)
Independent Variable	: Emotional Intelligence (X <sub>1</sub> )
Multiple R-value	: 0.753 <sup>a</sup>
R <sup>2</sup> value	: 0.567
Adjusted R <sup>2</sup>	: 0.564
F value	: 156.105
p-value	: 0.000

Leadership effectiveness is determined to an extent of 56.7 % by Emotional Intelligence. Here Significant value is < 0.01 which infers that Leadership effectiveness is significantly predicted by Emotional Intelligence at 99 % of confidence level.

The equation is

$$\text{Leadership effectiveness} = 0.721 + 0.782 \text{ Emotional Intelligence.}$$

## 4.0 CONCLUSION

It is evident from our study that emotional intelligence is influencing leadership effectiveness. Hence for a leader to be effective emotional intelligence is must. Until and unless a leader controls his emotions, he will not be in a position to take a better decision which will be fruitful to the Employees and also the organisation. Management should create an environment where the level of emotional intelligence is high among the employees.

## REFERENCES

- Boyatzis, R. E. (2013). When pulling to the negative emotional attractor is too much or not enough to inspire and sustain outstanding leadership. *The fulfilling workplace: The organization's role in achieving individual and organizational health*, 139-150.
- Cherniss, C. (2000, April). Emotional intelligence: What it is and why it matters. In annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA (Vol. 15).
- George, J. M. (2000). Emotions and leadership: The role of emotional intelligence. *Human relations*, 53(8), 1027-1055.
- Goleman, D. (1998). *Working with Emotional Intelligence*. New York: Bantam Books.
- Groves, K. S., McEnrue, M. P & Shen, W. (2008). Developing and measuring the emotional intelligence of leaders. *Journal of Management Development*, 27(2), 225-250.
- Nirmala, J. (2010). Emotional intelligence among college students in Eritrea. *Experiments in Education*, 38(1), 1-9.
- Tripathi, I. (2016). Emotional Intelligence and Gender: Comparison Between Tribal and Non-Tribal Adolescent with Special Reference to Ranchi District, Jharkhand. *Indian Journal of Applied Research*, 5(10).