

“The Role of Emotional intelligence in leadership”

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Abstract

Leadership has become increasingly important in modern enterprises due to the market's high volatility, the need for employee motivation to achieve firm goals, and the continuous search for new sources of competitive advantage. In order to highlight the importance of emotionally intelligent leaders in contemporary enterprises, the main objective of this study is to verify the direct correlation between emotional intelligence and leadership skills. Through comprehensive analysis of literature review and case studies, this study contributes to a deeper understanding of the implications of emotional intelligence in leadership in organizations in today’s dynamic workplace.

Keywords: Emotional intelligence, Leadership, Abilities, Motivation, Performance.

Introduction

The increasing pressure on organizations and it must go through changes to survive and maintain their relevant levels that cannot be appreciated too high in the global era.

Therefore, the 21st century leaders have a great responsibility in directing the successful change in their organizations.

However, the process of changes related to emotions because no one likes to give up the comfort related to the status quo or give up what it appreciates.

However, leaders will have to succeed in the fog of these challenges, including the emotions of those affected by changes.

Therefore, the emphasis on emotional intelligence in leadership in managing the change process.

Changes are always related to an emotional form because people like comfort.

However, the change breaks this comfort by creating an anxious and uncertain situation among those who change.

For example, when changes to solve problems close to the hearts of those affected, it is likely that they respond to emotional emotions due to anxiety or fear of unknown things; In addition, when the change affects the hypotheses, values, beliefs and, to a large extent, the identity of the individuals and can cause the change to accept the status of the proposal.

authors, it is common to observe members of an organization become resistant as well as skeptical when faced with the need for a change

Emotional intelligence is the ability to understand and manage your emotions, as well as recognize and influence the emotions of those around you. The term was first coined in 1990 by researchers John Mayer and Peter Salovey but was later popularized by psychologist Daniel Goleman.

Over the years, Emotional Intelligence—also known as EQ—has evolved into a must-have skill. Research by EQ provider TalentSmart shows that it's the strongest predictor of performance, further illustrating why

emotional intelligence is important. Employees with high emotional intelligence are more likely to stay calm under pressure, resolve conflict effectively, and respond to co-workers with empathy.

Key Components of Emotional Intelligence

1. Self-Awareness: The ability to know emotions, as well as your strengths and weaknesses, and recognize their impact on performance and relationships.
2. Self-Management: The ability to control both positive and negative emotions and impulses and be flexible and adaptive as situations warrant.
3. Social Awareness: The ability to have empathy for others, navigate politically, and network proactively.
4. Relationship Management: The ability to inspire through persuasive communication, motivation, building bonds, and disarming conflict among individuals.

Literature Review

A literature review on the role of emotional intelligence (EI) in leadership consistently indicates that high EI is a critical factor in effective leadership, enabling leaders to build strong relationships, manage conflict effectively, motivate teams, and achieve positive organizational outcomes by understanding and managing their own emotions as well as those of others around them; research highlights the key components of EI like self-awareness, self-regulation, empathy, social skills, and their positive impact on leadership behaviors and team dynamics

As Foltin and Keller (2012) noted, the creation of an environment characterized by freedom to communicate is crucial for the introduction of change to an organization. According to the authors, it is common to observe members of an organization become resistant as well as skeptical when faced with the need for a change:

Change leadership is the engine of change, it's about urgency, vision, empowering people, and seizing opportunity. The goal is to make change happen smarter and faster with an accelerated efficiency. It is the process that fuels large-scale transformation (John Kotter).

Leaders are responsible for overcoming challenges and making changes in their organization or organization.

Research methodology

This study employs a descriptive research design, utilizing secondary data to examine the role of emotional intelligence in leadership.

Data Collection

The data was collected through extensive searches across several academic databases including PubMed, PsycINFO, JSTOR, and Google Scholar using keywords such as "emotional intelligence", "effective leadership", "EI and leadership", and "emotional intelligence in management".

The data analysis process in this review involves a qualitative synthesis of findings extracted from relevant literature

Sample size: Not applicable as secondary data is used.

Discussions

Emotional Intelligence and Leadership Effectiveness:

According to studies from the last few decades, it is important to study personalities and individual differences in order for leadership to be effective . These studies have led to the emergence of the EI perspective, which is the ability to recognize, understand and manage one's and others' moods and emotions

In spite of the fact that most thoughts about on work environment authority address helpful shapes of administration, another angle that has been considered as of late is the significance of toxic and counterproductive work behaviors that can happen in organizations . Most studies focus on center on workers in lower-level positions , whereas few have touched on issues which will uncover individuals in administrative, supervisory, or administration positions.

Supervisors' abusive behavior towards their subordinates has an adverse effect on employees' work behavior and performance, including decreased job satisfaction and commitment to the organization . Consequently, employees feel helpless and more conflicts arise regarding their roles and employee turnover .

On a person level, group members' identities, capacities, and aptitudes play an fundamentally part within the work group. High emotionally intelligent people can communicate successfully and empathize with others, permitting them to create cohesive, steady connections . Moreover, High emotionally intelligent people can think in an imaginative way and make an environment that bolsters these exercises . Appropriately, a few thinks about appear that EI competencies are altogether related to person execution

Findings

A Higher Emotional Intelligence Quotient Is Linked to Greater Employee Engagement

- Leaders who can recognize and respond appropriately to the emotional needs of their employees create a more empathetic and inclusive work environment, which encourages employee engagement and productivity.
- It also reflects higher levels of job satisfaction and lower turnover, as employees feel more connected and committed to the organization (Kukah et al., 2022).
- Furthermore, EI in leadership facilitates more open and effective communication between management levels and employees. Leaders with a strong EI are more skilled and proficient at communicating the organization's vision, values, and goals clearly and encouragingly.. They are also more skilled at listening, a critical aspect of communication that is often overlooked (Waglay et al., 2020).
- These listening skills allow leaders to understand the problems, concerns, and suggestions from employees, which helps in making more informed and inclusive decisions. This openness strengthens trust and transparency ,harmony in the organization, vital components of a healthy work climate.
- The emotional intelligence of leaders also supports more effective conflict resolution, which is important in maintaining a harmonious work climate. Leaders who can manage and resolve conflicts in a constructive way minimize the negative impact of conflicts on team morale. By using a solution-focused and empathetic approach, they not only resolve conflicts but often turn challenges into opportunities for learning and team development (Fianko et al., 2020). This shows that emotional intelligence not only minimizes the losses of conflict but also enriches the work climate by promoting growth and adaptation.

- Leaders with high EI are more likely to develop and implement policies that support employee well-being, such as work flexibility, mental health support, and professional development programs. It demonstrates the organization's commitment to employee well-being, which increases their loyalty and dedication. Employees who feel supported in their professional and personal aspects are more likely to give their best performance, which positively affects the overall organizational climate (Thapa & Parimoo, 2022)

Conclusion:

Ultimately ,emotional intelligence is the key that unlocks a leader's full potential. By harnessing the power of self –awareness, empathy and social skills, leaders can transform their organizations drive innovation and create a culture of collaboration and excellence. By recognizing and regulating their own emotions leaders can create a positive and productive work environment, foster strong relationships with their team members make decisions that drive towards success.

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