

**INFLUENCE OF EMOTIONAL INTELLIGENCE ON WORK-LIFE
BALANCE AMONG PROFESSIONALS ACROSS DIFFERENT WORK
DOMAINS POST COVID-19 PANDEMIC**

Ana Vaz De Braganca*

*Professor,

Institute of Nursing Education,

Bambolim Goa

Affiliated to Goa University, GOA

Email id: braganzaana@gmail.com

DOI: 10.5958/2249-7137.2024.00002.8

ABSTRACT

Background: Work-life balance is about crafting and sustaining healthy work environment that enables individuals to maintain balance between work and personal responsibilities, thus strengthening loyalty, satisfaction and productivity.

Aims: This study aimed at identifying influence of emotional intelligence and work-life balance among professionals across different work domains and further explore the association between demographics and emotional intelligence, and work-life balance among professionals.

Methodology: In this quantitative cross-sectional survey, data was gathered using the adapted Emotional Intelligence Scale and Work-Life Balance Scale, from conveniently selected 234 professionals from different work domains such as nurses, doctors, police, teachers and engineers.

Results: Regression analysis showed a weak but significant influence of emotional intelligence on overall work-life balance among professionals ($r=0.267$; $p<0.001$). Significant relation was noted between emotional intelligence and dimensions of work-life balance namely; work-place-support ($r=0.249$; $p<0.001$), satisfaction with work-life balance ($r=0.419$; $p<0.001$) and improved effectiveness at work ($r=0.317$; $p<0.001$). Using ANOVA significant association was identified between level of income and emotional intelligence ($F=3.605$; $p=.014$); and between type of profession and work-life balance among professionals ($F=6.558$; $p<.001$).

Conclusion: This study provides an understanding about the influence of emotional intelligence on work-life balance among professionals across work domains post Covid-19 pandemic. The findings can be useful for stakeholders and policymakers in planning and implementing favorable strategies especially for those working from home and for those having to work beyond working hours sometimes even carry the workload home. Further exploration of determinants of work-life balance among professionals across individual work domains is recommended.

KEYWORDS: anova, domains of work, emotional intelligence, professionals, work-life balance.

REFERENCES

- Abebe, D. W., & Singh, D. P. (2023). The Relationship between Emotional Intelligence, Job Satisfaction, and Job Performance: Empirical Evidence from Public Higher Education Institutions. *European Journal of Business and Management Research*, 8(3), 45-52.
- Banu, R.A., & Duraipandian, K. (2014), "Development of instrument to measure WLB of IT professionals in Chennai". *International Journal of Management*, 5(11), 21-33.
- Chauhan, R., Maheshwari, N., & Goswami, N. G. (2020). Role of Guna and emotional intelligence on work-life balance and job satisfaction among female professionals. *International Journal of Indian Culture and Business Management*, 21(3), 303-316.
- Doble, N., &
- Supriya, M. V. (2010). Gender Differences in the Perception of Work-Life Balance. *Managing Global Transitions: International Research Journal*, 8(4).
- Gragnano, A., Simbula, S., & Miglioretti, M. (2020). Work-life balance: weighing the importance of work-family and work-health balance. *International Journal of Environmental Research and Public Health*, 17(3), 907.
- Hafeez, U., & Akbar, W. (2015). Impact of work-life balance on job satisfaction among school teachers of 21st century. *Australian Journal of Business and Management Research*, 4(11), 25-37.
- Irawanto, D. W., Novianti, K. R., & Roz, K. (2021). Work from home: Measuring satisfaction between work-life balance and work stress during the covid-19 pandemic in Indonesia. *Economies*, 9(3), 96.
- Joseph, N., Panicker, V., Nelliyanil, M., Jindal, A., & Viveki, R. (2015). Assessment and determinants of emotional intelligence and perceived stress among students of a medical college in south India. *Indian Journal of Public Health*, 59(4), 310.
- Khan, O. F., & Fazili, A. I. (2016). Work life balance: A conceptual review. *Journal of Strategic Human Resource Management*, 5(2).
- Khare, A. K., & Kapoor, A. (2019). A study on work life balance among women labor in garment units of NCR, India. *International Journal of Management*, 10(1), 19-25.
- Kumarasamy, M. M., Pangil, F., & Mohd Isa, M. F. (2016). The effect of emotional intelligence on police officers' work-life balance: The moderating role of organizational support. *International Journal of Police Science & Management*, 18(3), 184-194.
- Law, K. S., Wong, C., & Song, L. J. (2004). The construct and criterion validity of emotional intelligence and its potential utility for management studies. *Journal of Applied Psychology*, 89(3), 483-496.
- Malik, M., Haider, Z., & Hussain, A. (2019). Perceived emotional intelligence, work life balance and job satisfaction among healthcare professionals in Pakistan. *International Journal of Pharmaceutical Research & Allied Sciences*, 8(2), 80-86.
- Mehta, P., & Maina, E. M. (2016). Emotional Intelligence and Job Satisfaction:-A Case Study of Selected Industrial Units of Southern Rajasthan. *International Journal of Social Sciences & Humanities*, 2(3), 57-65.
-

Moeller, R. W., Seehuus, M., & Peisch, V. (2020). Emotional intelligence, belongingness, and mental health in college students. *Frontiers in Psychology, 11*:93, 1-10.

Moh'd Abu Bakir, S. (2018). The impact of managers' emotional intelligence on employees' work life balance: A field study at Jordanian private hospitals. *European Scientific Journal, ESJ, 14*(25), 256-283.

Nanda, M., & Randhawa, G. (2020). Emotional intelligence, work-life balance, and work-related well-being: A proposed mediation model. *Colombo Business Journal, 11*(2), 01-23.

Naz, S., Ahmad, S., & Batool, A. (2021). Emotional intelligence and work-life balance: A study of working women teachers in public sector universities. *Humanities & Social Sciences Reviews, 9*(2), 141-149.

Praya, S. M. J., Ghosh, A., Isaac, O., & Jesuraj, S. A. V. (2019). The Impact of Emotional Intelligence on Work Life Balance among Pharmacy Professionals in Malaysia. *International Journal of Management and Human Science (IJMHS), 3*(1), 29-34.

Prithivi, S., & Thilagaraj, A. (2020). Study On Impact of Covid In Work Life Balance Of Employees In Chennai. *Palarch's Journal of Archaeology of Egypt. Egyptology, 17*(6), 2692-2700.

Punia, V., & Kamboj, M. (2013). Quality of work-life balance among teachers in higher education institutions. *Learning Community-An International Journal of Educational and Social Development, 4*(3), 197-208.

Qasim, M., Khaskhely, M., & Pitafi, A. (2020). Evaluating the Mediating Effect of Work-Life Balance between Emotional Intelligence and Job Satisfaction in Corporate Sector. *European Journal of Business and Management Research, 5*(6).

Sánchez-Hernández, M. I., González-López, Ó. R., Buenadicha-Mateos, M., & Tato-Jiménez, J. L. (2019). Work-life balance in great companies and pending issues for engaging new generations at work. *International Journal of Environmental Research and Public Health, 16*(24), 5122.

Shabir, S., & Gani, A. (2020). Impact of work-life balance on organizational commitment of women health-care workers: Structural modeling approach. *International Journal of Organizational Analysis, 28*(4), 917-939.

Vasumathi, A., Sagaya, M. T., & Poranki, K. R. (2019). The impact of emotional intelligence on work life balance among the faculty members' performance in the private universities using multivariate analysis, Tamil Nadu, India-An empirical study. *International Journal of Services and Operations Management, 34*(1), 1-20.

Vlachou, E. M., Damigos, D., Lyrakos, G., Chanopoulos, K., Kosmidis, G., & Karavis, M. (2016). The relationship between burnout syndrome and emotional intelligence in healthcare professionals. *Health Science Journal, 10*(5), 1-9.