

THE IMPACT OF EMOTIONAL INTELLIGENCE ON WORK LIFE BALANCE: AN EMPIRICAL STUDY AMONG THE NON EXECUTIVE EMPLOYEES IN INDIAN RAILWAYS, BILASPUR ZONE

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ABSTRACT

In a changing economy managing an individual employee is more difficult than ever before. The purpose of this study is to analyze the impact of emotional intelligence on work life balance in Indian Railways Bilaspur Zone Non executive employees. The data were collected keeping in consideration feature such as gender, age, qualification, department and experience. Factor involved are work life balance and emotional intelligence with respect to difficulty balancing work and non work activities, personal life suffers because of work, family supports in my professional life, organization understanding my private life needs, management has trust me related to my job, job strain and difficulty to fulfill family duties, due to heavy workload, long working hours. Researcher collected 387 responses to different department employees. Data were collected using primary sources. Primary data were collected through questionnaires. The data was analyzed using SPSS, test applied was correlation. The finding suggests that emotional intelligence has impact on employee work life balance in Indian Railways non executive employees.- This research can be beneficial for the Indian Railways to improve their policies, benefits program and pay structure to attract more capable candidates.

KEYWORDS: Emotional Intelligence, Work Life Balance and Indian railways.

INTRODUCTION:

Emotional Intelligence is the ability to become aware of even subtle changes in one's and others' emotional tones and to control them, to keep calm in the midst of pressure, to initiate and maintain healthy relationships with others, and to maintain an optimistic outlook towards life.

Work life balance is an ongoing effort of juggling with various roles in life in a balanced way. Work-life balance is basically what makes a particular individual feel balanced while playing different roles in life as an employee, peer, subordinate at workplace and as a parent, a sibling and other social characters. If a person feels stressed out by not performing his any of the role effectively he is unbalanced. So, it depends on an individual personality how one performs in different roles assigned to him by the job as well as society.

Railways' is the most important transporting service in Country. Indian Railways transporting nearly 25 Million passengers and more than 2.8 Million Tons of freight daily with the help of 2,29,381 wagons, 59,713 coaches and more than 9,213 locomotive engines of various kinds(www.Indian railways, Wikipedia).

OBJECTIVES OF THE STUDY:

The objective of this study is to identify the impact of emotional intelligence on work life balance.

RESEARCH METHODOLOGY:

The 387 data was collected through questionnaires to Indian Railways non executive employees in Bilaspur Zone (BSP, R and NGP division). In this research researcher use 5 demographical variables like gender, age, qualification, department and experience.

Primary data were collected through questionnaires with 5 point likert scale where A= Disagree, B= Some Disagree, C= None, D= Some Agree, E= Agree. While secondary data was collected from books, magazines, research journals and web sites etc. the data was analyzed using SPSS 6 version, the test applied was correlation Pearson's Product to analyze the relation between work life balance and emotional intelligence.

DATA ANALYSIS:

RELIABILITY OF WORK LIFE BALANCE

Table 1: Work Life Balance

Reliability Statistics	
Cronbach's Alpha	N of Items
.832	10

Source: Survey Data

According the table 1, reliability test Cronbach's alpha value of work life balance was .832. the Cronback's alpha values was greater than the acceptable level (0.5). A researcher developed a 11 question for Work Life Balance. it indicates high level of internal consistency with respect to the specific sample.

RELIABILITY OF EMOTIONAL INTELLIGENCE

Table 2: Emotional Intelligence

Reliability Statistics	
Cronbach's Alpha	N of Items
.596	12

Source: Survey Data

According the table 2, reliability test Cronbach's alpha value of work life balance was .592. the Cronback's alpha values was greater than the acceptable level (0.5). A researcher developed a 12 question for Emotional Intelligence. It indicates medium level of internal consistency with respect to the specific sample.

DESCRIPTIVE ANALYSIS FOR RESEARCH VARIABLES

Table 3: Descriptive Statistics

Descriptive Statistics			
	Mean	Std. Deviation	N
Work Life Balance	3.8575	.34341	387
Emotional Intelligence	3.9007	.38798	387

Source: Survey Data

According to the table 3, mean value of the work life balance was 3.8575 and mean value of emotional intelligence was 3.9007. In this table 4, shows sample size N is 387 and our variable is work life balance and emotional intelligence.

CORRELATION ANALYSIS

According to the table 4, correlation coefficient between Work Life Balance and Emotional Intelligence was 0.458 and sig value was 0.000. sig value of the correlation smaller than 0.05. According there is a strong positive statistically significant association between work life balance and emotional intelligence of the non executive employee in Indian railways specially Bilaspur zone.

Table 4: Correlation Analysis

Correlations			
		Work Life Balance	Emotional Intelligence
Work Life Balance	Pearson Correlation	1	.458**
	Sig. (2-tailed)		.000
	N	387	387
Emotional Intelligence	Pearson Correlation	.458**	1
	Sig. (2-tailed)	.000	
	N	387	387
**. Correlation is significant at the 0.01 level (2-tailed).			

Source: Survey Data

REGRESSION ANALYSIS

Table 5: Model Summary

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.458 ^a	.210	.208	.30565	1.379
a. Predictors: (Constant), Emotional Intelligence					
b. Dependent Variable: Work Life Balance					

Source: Survey Data

According to the table 5, R Square was .210. it indicated 21.0% variation of work life balance of non executive employee in Indian Railways.

The Durbin Watson test: One of the assumptions of regression is that the observations are independent. The Durbin-Watson statistic should be between 1.5 and 2.5. The Durbin-Watson statistic is 1.329 which is between 1.5 and 2.5 and therefore the data is auto correlated.

Table 6: Statistical significance ANOVA^a

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	9.553	1	9.553	102.250	.000 ^b
	Residual	35.969	385	.093		
	Total	45.521	386			
a. Dependent Variable: Work Life Balance						
b. Predictors: (Constant), Emotional Intelligence						

Source: Survey Data

According to the table table 6, sig value of regression was 0.000 it indicates that model is strong enough to predict job work life balance.

Table 7: Coefficients

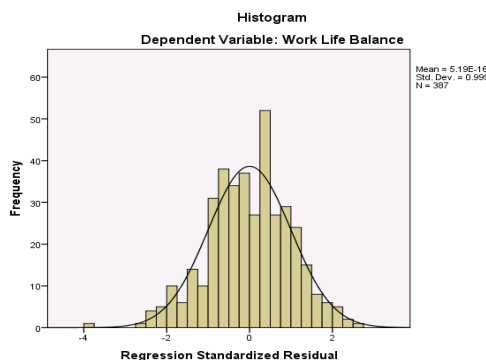
Coefficients ^a									
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	2.276	.157		14.479	.000			
	Emotional Intelligence	.405	.040	.458	10.112	.000	.458	.458	.458
a. Dependent Variable: Work Life Balance									

H1- There is a positive relationship between work life balance and the emotional intelligence.

According to the table 7, regression coefficient or emotional intelligence factor was 0.405 and sig value is 0.000 it was less than 0.05 therefore study rejected H0 and accepted H1: There is a positive relationship between emotional intelligence and work life balance.

Histogram

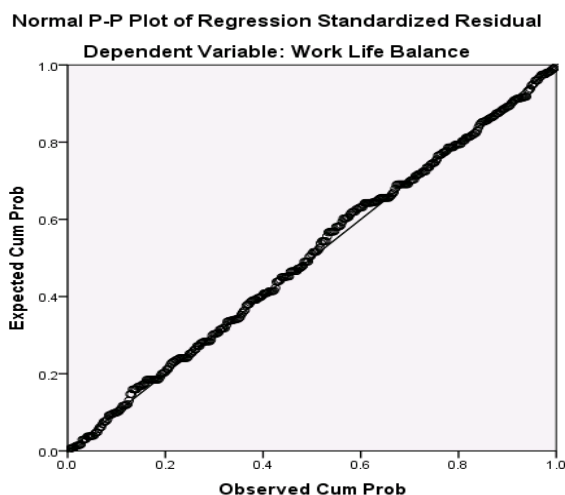
Figure 1: histogram of work life balance



According to the Figure 1, Histogram basically check for our dependent variable is normal distributed or not normal distributed. Histogram graph has a peak and a 'bell' shaped appearance which means our dependent variable is normally distributed. The histogram below shows in figure 1.

P-P Plot

Figure 2: P-P plot of work life balance

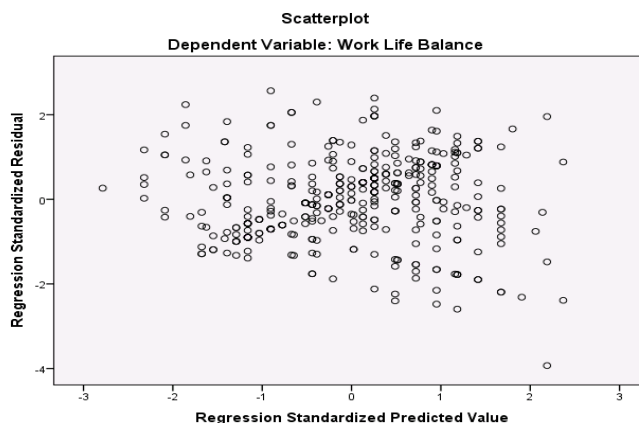


According to the Figure 2, Plot With regard to regression analysis, the P-P plot (probability-probability plot) is used to check that the residuals are *normally distributed*. Basically, the

straight diagonal line in the middle represents a normal distribution while the plotted points represent the residuals. The graph allows you to visually compare how similar the distribution of your residuals is to a normal distribution.

SCATTERPLOT

Figure 3: scatterplot of work life balance



According to the figure 3, it will look something like the graph below. You will see a bunch of dots. Your scatterplot can tell you about the relationship between variables, just like Pearson's r . With it, you can determine the strength and direction of the relationship between variables. Scatterplot check out layer. Scatterplot range between -3 to +3 and if we draw box between ranges so we found most of the dots appear in the box. So we can say my data set is normal and no any out layer.

CONCLUSION:

The objective of the study was to find out the impact of emotional intelligence on work life balance among non executive Indian railways employee in Bilaspur zone. At the end of our discussion, it is concluded from the research that the employee's emotional intelligence affects employee's work life balance. So it is proved that relationship exist in Emotional Intelligence

and Work Life Balance. The correlation result shows that significant positive relationship exists between emotional intelligence and work life balance of the employees.

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