

Emotional Intelligence of Working and Non-Working Women in an Indian City

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ABSTRACT

Emotional intelligence to a greater extent is influenced by factors like environment, financial independence, family, and thought process. Considering financial independence, it is usually assumed that career-oriented women are less emotionally inclined than women who take up traditional jobs like homemaking and nursing their children as a full-time engagement.

This study aimed at understanding the difference between the emotional intelligence of these two groups, if any, and analyzing the source of these differences. Author compared the level of emotional intelligence of working and non-working women in Jaipur, India and explored further how it affects their performance in balancing life.

Keywords: Emotional Intelligence, Workingwomen, Non-working women, India, performance

INTRODUCTION

Emotional Intelligence is the ability to be sensitive to one's emotions, to understand where they stem from, and to focus more on the root of the occurrence than what appears at the surface. It also includes the ability to use emotions and channel them through words and actions, influence, and energy for the betterment of yourself and the ones around you (Cooper & Sawaf, 1997). Alternatively, emotional intelligence is also defined as the ability to keep a track of your feelings and emotions, and be mindful of others too. It also means that you learn to segregate between your feelings to channel your thoughts and actions accordingly (Palmer, Gignac, Ekermans, & Stough, 2008).

The general definition of emotional intelligence can be summed up as the alternative ability to segregate one's emotions well, express themselves better, and perceive others' thought process well. Emotionally intelligent people are comfortable expressing their emotions, understanding others' emotions, facilitating thoughts, and stimulating intellectual growth. Obtained results identified the differences and challenges and they were likely to facilitate governing agencies and policy makers to support working and nonworking women.

Emotional Intelligence in working and non-working women in metropolitan Indian cities:

In the Indian sociocultural set up, women are expected to play multiple roles within the family as a primary caregiver. Mother, daughter, wife, daughter-in-law, sister, and so on. They are usually at the receiving end of these responsibilities that need to be catered to compulsorily. In such a scenario, women who opt for working outside the home tend to face difficulty in coping with tasks within the home and at work. The psychological conditions for an average Indian woman are quite daunting and the benefits of working cannot live up to them.

The pressures of managing multiple roles alone can take a toll on both the mental and the physical health of the woman, with added responsibilities of looking after babies in the midst of it all.

An Indian homemaker is often taken for granted; her work is assumed to be easy, negligible, and replaceable. This is

a generalized statement and situations are changing for the better in many metropolitan cities and progressive households. But the larger picture portraying such norms cannot be denied. On the other hand, a working woman may derive certain satisfaction at her workplace in the form of appreciation or monetary benefits, which may compensate for the lack of overall acknowledgement.

This devaluing the homemaker's contributions may lead to an unsatisfied lady in an unhappy marriage as compared to their working counterparts. This study was an effort in understanding the differences in their emotional intelligence due to the hardships the women of each category faced. According to a study, the average household income of families with women working as a homemaker was much higher than that of families with women working outside homes. Even so, the former set of women was more depressed and unhappy with their lives than the latter (Soomro, Riaz, Naved, & Soomro, 2012).

This condition may also stem from the fact that Indian non-working women, on an average, have more children than their working counterparts. Also, the former were seen to be generally less educated than the latter which could also be the source of their unhappiness and depression. Non-working women are often thanklessly expected to take up the job of nursing, cooking, raising kids, running errands, completing household chores, and other backend duties leaving little to no time for oneself.

Education gives one a vision and imparts a better understanding of life in general, which the non-working women may be missing out on (Sharma, 2019).

Observations of another research indicated that working women excelled over non-working women in terms of emotional intelligence and desire for social freedom, and the respondents belonging to high emotional intelligence group, high desire for social freedom group and working group preferred smaller personal space (Kumar & Devi, 2016).

RESEARCH OBJECTIVES

An attempt was made in this study to find out any significant difference, if any, in the emotional intelligence

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levels of the working and non-working women in Jaipur, a metropolitan city of India.

Hypothesis:

- Null Hypothesis - H01: There is no significant difference between home makers and working women with respect to their Emotional Intelligence.
- Alternate Hypothesis - HA1: There is a significant difference between home makers and working women with respect to their Emotional Intelligence.

Methodology:

For this research Quantitative research methodology was used. Research questions were constructed to test the hypothesis. Research tool SurveyMonkey was used to collect the data. For this research convenience sampling has been used. Respondents in the age group of 20-60 years residing in Jaipur suburban region were recruited as sample of this study. A group of total 400 respondents were studied, which consisted of 200 homemakers and 200 working women. Verbal consent of all 400 subjects was obtained to participate in the study.

Tools for data collection and analysis:

Emotional intelligence scale developed by Hyde et.al. was used in this study; Which contains 34 elements that decipher the level of emotional intelligence of the participants. This scale was administered on both the groups; housewives and working women of Jaipur suburban region (Hyde, Pethe, & Dhar, 2002).

Correlation values less than 0.19 were neglected since the sample size is 400. But no items were dropped from the questionnaire since all had correlation values more than 0.19.

The next assessment of the reliability measure was made with the use of Cronbach’s alpha on all the 34 items. It consists of estimates of how much variation in scores of different variables is attributable to chance or random errors (Espinoza-Venegas, Sanhueza-Alvarado, Ramírez-Elizondo, & Sáez-Carrillo, 2015).

Any coefficient beyond 0.7 is always considered for further analysis and is rendered sufficient. In this study, Cronbach's alpha was 0.9. This, therefore, was considered as a threshold for sifting the sample data. The data was analyzed using an independent sample t Test.

Research Results:

Table 1 shows the number of working and nonworking women, with the research showing. Working women intelligence level is measured 5.48 whereas non-working women was measured at 5.15. Emotional intelligence of both the working and non-working women is very similar.

Figure 1 depicted the demographic factors such as age range of the respondent as well as number of working women working in Government and private sector. Figure shows that more young women work in the private sector than their older counterparts. Private jobs generally were more demanding in India than the government job. Some of the young respondents in the age group of 20-30 felt more pressure to juggle between home and working life.

Table 1: Emotional intelligence of working and non working women

Status	Number	Emotional Intelligence levels
Working women	200	5.48
Non-working women	200	5.15

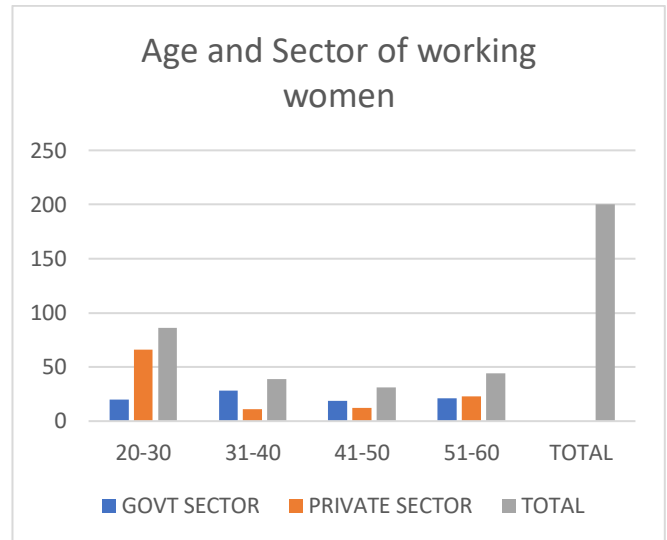


Figure 1: Age of respondent working in Private and Government sector

Research Findings:

Indian women’s lives are considered incomplete without marrying and having babies. Although the nation is progressing towards a more modern approach, a lot of families are undergoing this transition even today (Patil, 2016).

This is taking a heavy toll on the lives of these Indian women who are juggling with their careers and household duties. It becomes difficult for the married women to continue with their careers and for the unmarried women to dodge the pressure of settling down with the right man.

As per the questionnaire prepared to assess the conditions of women, working or non-working, there were 6 major aspects of study to determine the status of the subjects.

These were:

1. **Satisfaction:** The working women were found to be more satisfied with their lives, their marriages, and their jobs than their non-working counterparts.
2. **Security:** Financial security obviously is enjoyed more by the working women since they have some cushion to fall back upon on rainy days.
3. **Dedication:** The non-working women were found to be more dedicated to homemaking, nursing, cooking, and looking after children than in making a career even if presented with an opportunity to do so. Younger, unmarried working women could dedicate themselves completely to their career since they aren’t obliged to run a household. Consequently, the older, married working women often found themselves torn between household duties and office work, being able to

dedicate themselves to one aspect completely. This is an even bigger problem after having children owing to the lack of childcare services in Jaipur.

4. **Appreciation:** Both sets of women claimed to work better if appreciated frequently. As mentioned before, the working women are often not able to dedicate themselves to their jobs owing to family pressures and household duties. Homemakers, too, are assumed to be the bearers of backend jobs. Hence, both categories of women are not appreciated enough.
5. **Motivation:** Working Women are motivated to climb the ladder of success in their respective fields because it gives them the recognition and the back-up they need. Non-working women, on the other hand, are less motivated to carry out their daily chores without any compensation or appreciation. They are often looking for external validation to stay motivated in their endeavors.
6. **Compensation:** While 73% working women derived compensation in the form of monetary benefits and recognition, 86% non-working women believed they are often taken for granted.
7. **Time constraints:** Working women are seldom able to work late nights, stay beyond working hours, travel inter cities for work, and give more input than they usually do because they're required to handle household duties and cater to family duties as well. Only as little as 30% of working women claim to have the support of their spouses when it comes to handling daily household chores.

The emotional intelligence levels of both the categories of women are not extremely different from one another. The working women do show slightly higher results that may be attributed to other aspects of personality than emotional intelligence. Working and employed women are self-confident, career oriented, and possess exceptional leadership qualities (S. Sharma, 2018). They have their priorities set and have a sense of financial security as well. Non-working women generally do not possess these qualities although there are umpteen exceptions in both categories (J. Sharma, Dhar, & Tyagi, 2016). This is not to claim that working women do not depict interest in homely activities, they rather seek other, better opportunities for self-improvement outside their home with a little financial security as well (Totuka, 2013).

As per another research, working women are generally more satisfied with themselves, their marriages and their lives than non-working women (Afroz, 2016). Considering these aspects, the scores for emotional intelligence of both types of women are found to be similar. Hence, we can safely conclude that women possess a fairly similar level of emotional intelligence as far as their professions are concerned.

CONCLUSION

The study concludes that there is absolutely no difference between women employed outside of home and those that take up home making activities as a full-time engagement. It is unfair to name them 'working' and 'non-working' since both categories of women are equally devoted to their tasks.

Having said that, financial independence does bring plenty of choices and opens doors to better alternatives, a luxury that women working as homemakers seldom enjoy. There may be no difference in their emotional intelligence, but money does bring forth a sense of confidence and security that all women deserve.

This does not imply that women who prioritize their careers are uninterested in homely activities and women working within the home are completely devoted to their jobs. The level of commitment varies from person to person. There are plenty of other factors that can influence one's emotional intelligence. These include education, upbringing, company, and the environment one belongs to as a whole. Emotional intelligence levels vary from individual to individual, but there isn't any specific difference between an average working and a non-working woman in an Indian city as far as emotional intelligence is concerned.

Future Research:

There is great scope for detailed study in this subject. Although this research considers working and non-working women at large, there is little study in certain aspects like the effects of marriage, childbirth, education, travelling to and fro, sexual abuse, sexism, and other such social evils standing in the way of women pursuing their careers. This research is only limited to an extremely small fraction of women living in the metropolitan region of Jaipur. There are women from many different walks of life, lifestyles, cultures, languages, and outlooks residing in Indian cities. This study is, hence, cannot be generalized.

There is a need for broader data collected from across the country and a deeper study so that better knowledge can be acquired regarding women from different lifestyles and career.

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