

EMOTIONAL INTELLIGENCE AND ORGANISATIONAL PRODUCTIVITY: A CONCEPTUAL STUDY**NAVEEN****DEPARTMENT OF COMMERCE****GOVERNMENT PG COLLEGE JIND****PRITI****DEPARTMENT OF COMMERCE****GOVERNMENT PG COLLEGE JIND****ABSTRACT**

The main purpose of this research paper is to examine the impact of emotional intelligence on job satisfaction and productivity. If the employees knowing their own emotion and they are able to manage them they work more efficiently and productively. Employees also recognizing and appreciative others colleagues emotion as well. Emotionally intelligent people get more satisfaction from their jobs. The other factor that affects job satisfaction and productivity is relations between management and employees. After reviewing the literature it has been analyze that Emotional intelligence is positively correlated with the job satisfaction and productivity. Successful relationship between high administration helps in increasing employee's performance and organization productivity. It has been noticed that job satisfaction and positive feeling increase desired expansion. There is a need to develop emotional Intelligence competencies in persons to improve administrative performance and practices. The present paper is conceptual, May analytical paper provide more accurate results according to variables measurement. The emotional intelligence constraints are also important for organization productivity, social awareness, self management and self awareness.

KEYWORDS: - Emotional intelligence, Stress Job satisfactions, and Productivity**INTRODUCTION**

According to the most common emotional level significant related to employee's work and organization as (EI) emotional intelligence, refers to skills that distinguish well. Stress is an unlikable emotional condition when and normalize feelings in yourself and others. Emotional practice requirements (or not work related) anti our ability intelligence, an individual who holds the present to solve them which cannot be balanced as can be information and emotional nature works. Differences in understood. Job satisfaction and high productivity emotional intelligence on human adaptation to workforce directly associated with mental health and environmental demand attention. On other hand, 'organizations are interests. Alternatively job satisfaction emotional intelligence trait incorporates emotion is the main reason not only for professional people but intelligence skills as symptoms of individual self-efficacy also in their personal lives. The longer work

hours under of a more general framework which includes emotional stress, affect their job satisfaction's level, their intelligence capabilities. Performance and organizational productivity. For key According to emotional intelligence increases the organization outcomes including job satisfaction, it productivity and performance of employees. Emotional proposes that Emotional intelligence is main analyst. intelligence is theoretically significant for analyzing Emotional intelligence plays role in this matter by employee's routine work because Interpersonal relations managing the employees emotions understanding and organizations want to achieve goals and because most collective skills. Self-consciousness refers to the potential work requires the ability to manage emotions. While of an individual to perceive his strengths, emotions, worth several professional difficulties are being faced by and capabilities. Then again a healthy company to employees in different sectors (public, private) in satisfied employees is an important condition. On the other hand, in banking sector employees related stress is an important factor for job satisfaction, job satisfaction is especially regular due to various It works as a driver when it results in creative and reasons he priority on demand solution.

LITRATURE REVIEW

Many studies have been conducted influence workers. Interpersonally, emotion to find out relationship between stress and productivity. consciousness and narrow processes related through The first principle of stress refers because of any emotional intelligence are predictable to advantage external or internal barriers because of people's libidinal peoples' societal affairs therefore disturbing the energy low emissions, is considered a result of stress experience of emotion and stress at work place. anticipated a hypothetical framework, where the Interpersonally, use of emotion and being conscious of fundamental indicators that reason job satisfaction to the one's own emotions can lead to adaptable stress and employee are effort or development employees in the negative emotion so that an individual can execute well process that effect. Remove limits on employee, taken by again at work. Research that has empirically analyzed that freedom and Control in his or her work it is profitable. association among EI and job satisfaction has returned Employee's relationship with senior management and diverse results. Many studies have found experimentally with subordinates are very use full. Many researchers weak to modest associations among EI Feedback have establish a relationship among intent to resign one's from supervisors between skilled performance in view of job and job disappointment Researchers have also relations, job characteristics and implication is especially found that job satisfaction in a wide variety of essential professions like industrialized instructor educators Argued Supervisory Development Association instructor physicians According to that that positive affect performance. Performance is an there are employees in their work and spend whatever emotional capacity "based on emotional intelligence skills they should bring back balance. Reverse conditions, learned" is equally important Job satisfaction which are exploitation and despair. Generally to an employee results and compares with actual Relationship between higher level management and results to work on affective response [26]. Overall, lower level employee is very important, for both purposes Comfort level work in which people like their job employee's jobs satisfaction and organization First, the feature point, to find out which elements of the productivity. Association competences which contain job satisfaction or dissatisfaction production is used.

EMOTIONAL INTELLIGENCE

The thought of (EI) firstly Job satisfaction is positively related with appeared in minds of They gave their first definition of (EI) as "Social intelligence is part of your and others emotions and feelings, including the capability to monitor, to differentiate one of them and to use this information to guide thinking and actions Researchers examined that the associations among (EI) and job satisfaction has returned admiring findings on emotional intelligence and performance effects, a small number of studies suggested that (EI) and employees job performance have a positive relationship Job satisfaction is an approach that employees know about their work refers to the combination. examined the influence of (EI) and gender on job performance and job satisfaction along with Nigeria Police Officers. The results showed that high emotional intelligence officers performed well, than the other police officers who are low emotional intelligence not performed well and not satisfied. Mental capacity sentimental information model, in which EI is seen as a focus for processing capabilities and conceptually well defined processing emotional information and flexible emotion adaptively based on cognitive abilities. Emotional Intelligence is "The ability of one's own and others emotions, to discriminate between them for monitoring and information to guide a thinking and actions using" Mixed model EI as a diverse construction with different aspects of personality seen the ability, in seeking to understand and manage emotions, including conceptualize. This combination model includes encouraging factors and affective dispositions. Emotional Intelligence describe as "an array of non cognitive capabilities, competencies and skills that influence one's ability to succeed in coping with environmental demand and pressures suggested the five main domains

- Deliberate your emotions.
- Managing your own emotions.
- Encouraging yourself
- Recognizing and appreciative other person's emotions.
- Managing relationships, i.e., managing the emotions of others

FACTORS WHICH INFLUENCES ORGANISATIONAL PRODUCTIVITY



DISCUSSION

The present study investigates the effect of (EI) on organizational productivity. The impact of emotional intelligence on organizational productivity in banking sector of Pakistan, by focusing on one main variable act as mediating job satisfaction, management, employee's relationship have a significant impact on organization productivity. Three main constraints that measure in an organization are social awareness, self management and self awareness. Recent researches influentially results have confirmed that emotional intelligence is an important personality traits work affectivity and job satisfaction to predict. After review the literature it has been analyzed that relationship between employees and higher management is positively correlated with job satisfaction. If the communication gap exists between top management and lower management the organization performance decreases. The one reason is that the many managers lack emotional intelligence competences. Relationship between employees and higher management is significantly correlated with productivity. It creates direct impact on organization productivity. Some gender perception also differences related to job satisfaction and emotional intelligence.. Mostly in private sectors organizations stress factor is more than public sectors. Job satisfaction is positively related with organizational productivity, if the organizations pay good incentives to their employees, they are more satisfied with their job and work environment their efficiency of work increases and vice versa. Emotional intelligence is positive correlated with job satisfaction, it has been noticed that job satisfaction and positive feeling unpleasant emotions increase job satisfaction desired expansion. For this purpose EI training staff or manager or peer level to develop the EI program to invest in, most benefits can provide to organizations.

LIMITATION AND FUTURE RECOMMENDATIONS

In private sector job satisfaction is more than public highlight that we should not only property is limited to sector. It has been commonly notice that emotional intelligence, but emotional intelligence and banking industry job satisfaction factor more enhance the organizational development between capabilities latest employee social life and also productivity of organization, attempt to discover the different associations. It must be due to appreciation and reward. Manager plays a key role find out the impact of Emotional intelligence competencies for organizational development, must have emotional on diverse kinds of professional troubles e.g. leadership, competences that they manage the employees and their teamwork, clash with management, preservation, etc. work life. It is concluded that high emotional intelligence there is a need to develop Emotional Intelligences employees between managers can manage the levels of competencies in persons for improving administrative every employees. Research study used employees react performance and practices. The present paper is positively and take a devoted importance to contribute conceptual, May analytical paper provide more accurate and ready to search capabilities and efficient learning for results and according to variables measurement. Future personal EI. Researcher work on supportive leadership as independent variable and check their impact on organizational productivity. The degree to which EI examine work and work interface affect educators' to Working with emotional in businesses with different characteristics affect behaviour will also be interesting.

MANAGERIAL IMPLICATION

Due to high Stress person shows that his intellectual, physical and social resources Is Emotional to meet the needs of the situation like work over loading Intelligence and advantage? An exploration of the stress, clash with colleagues. Emotional intelligence impact of emotional and general intelligence on constraints are very key factors for organization that they individual performance provide their employees e.g. self awareness social awareness and self management association with higher management, improve the employee confidence level that. Perceived emotional intelligence, stress they work more efficiently. If the employees knowing their reactivity AND symptom reports: Further. own emotion and they are able to manage them they work The case for more efficiently and productively. Employees also the ability-based model of emotional intelligence in recognizing and appreciative others colleagues emotion organizational behaviour. Organizational Behavior, as well. Due to high job satisfaction productivity increase and employees motivate boost up. In most private and the Defence Mechanisms, organizations like banks and telecom sector emotion, intelligence and high job satisfaction increase the productivity. Important for institutions to. Stress, Coping and feeling of job satisfaction that work produced is a rather Development. An Integrative Perspective, the weak relationship. It is commonly noticed that work satisfaction is interrelated with personal life satisfaction. "Job demands, job decision A management needs to develop emotional intelligence latitude and mental strain: implications for job skill to improve performance of employees and organization productivity.

CONCLUSION

It must be due to appreciation and reward. Manager plays a key role find out the impact of Emotional intelligence competencies for organizational development, must have emotional on diverse kinds of professional troubles e.g. leadership, competences that they manage the employees and their teamwork, clash with management, preservation, etc. work life. It is concluded that high emotional intelligence. There is a need to develop Emotional Intelligences employees between managers can manage the levels of competencies in persons for improving administrative every employees. Research study used employees react performance and practices. The present paper is positively and take a devoted importance to contribute conceptual, May analytical paper provide more accurate and ready to search capabilities and efficient learning for results and according to variables measurement.

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