

A Study on Impact on Emotional Intelligence on Leadership Styles in Indus Automation, Coimbatore.

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Abstract — This study intends to investigate how leadership effectiveness is impacted by emotional intelligence (EI). The study is founded on a thorough analysis of the leadership and emotional intelligence literature. The research looks at the several aspects of emotional intelligence, such as self-awareness, self-regulation, motivation, empathy, and social skills, and how they connect to effective leadership. The study also examines how emotional intelligence functions in relation to several leadership philosophies, including transformational, transactional, and servant leadership. According to the study's findings, leaders who have high levels of emotional intelligence are more likely to be successful in reaching organizational goals. Emotional intelligence has a substantial impact on leadership effectiveness. The paper concludes with recommendations for future leadership research and implications.

Keywords: Emotional Intelligence (EI), Leadership Style

I. INTRODUCTION

The purpose of this study is to examine how emotional intelligence influences leadership. Specifically, it examines how communication, decision-making, and teamwork are aspects of leadership influenced by emotional intelligence. We will also look at ways to strengthen your emotional intelligence to improve your leadership performance.

The ability to perceive, understand, and control the emotions of others, as well as your own, is called emotional intelligence (EI). In addition to technical know-how and understanding, effective leadership requires a high degree of emotional intelligence. Organizations now understand the importance of having leaders who can foster happy work environments, inspire team members, and help them work toward common goals. Research on the relationship between leadership and leadership is gaining in importance.

The purpose of this study was to examine the relationship between effective leadership and emotional intelligence. Examine how leadership behavior, decision-making, communication, and conflict resolution are influenced by emotional intelligence. The study also examines how emotional intelligence influences employee retention, employee satisfaction, and organizational effectiveness.

The results of this study help us understand the value of emotional intelligence in leadership and how it affects organizational performance. Organizational leaders, HR specialists, and academics interested in enhancing organizational performance and improving leadership effectiveness will find this study helpful.

II. OBJECTIVE

- To find the relationship between emotional intelligence and leadership effectiveness;
- To identify specific emotional intelligence competencies most associated with effective leadership;
- It explores the extent to which emotional intelligence can be developed and trained, and whether this development leads to increased leadership effectiveness;
- To Lead a team or manage change that explores the role of emotional intelligence in specific leadership situations

III. LITERATURE REVIEW

Emotional intelligence (EI) is an increasingly important concept in leadership. A leader with a high level of her EI is more effective in her role, able to navigate complex social situations, and better able to manage herself and her team members' emotions. is suggested. The literature review aims to examine current research on the impact of emotional intelligence on leadership.

One of his seminal works in the field of emotional intelligence is Daniel Goleman's book Emotional Intelligence. Goleman argues that emotional intelligence is a more important indicator of success in life than his IQ, and is especially important for leaders. He points out that the leaders with high levels of emotional intelligence are able to inspire and motivate team members, build trust and relationships, and manage conflict effectively.

Research supports Goleman's claims. For example, in a study of 117 managers, Cherniss and Goleman (1998) found that people with higher emotional intelligence were more effective in their roles as measured by various performance indicators. Another studies by Wong and Law (2002) found that emotional intelligence was positively correlated with transformational leadership, a leadership style that emphasizes inspiration, intellectual stimulation, and personal consideration.

Other studies have examined that the specific components of emotional intelligence that are most important for leadership. For example, Boyatzis, Goleman, and Rhee (2000), in a study of 162 managers, found that the most effective leaders were those who exhibited high levels of self-awareness, self-regulation, empathy, and interpersonal skills.

Research also shows that the emotional intelligence has a significant impact on leadership effectiveness. A study by Boyatzis et al. (2000) found that leaders with high emotional intelligence motivate and inspire their teams more effectively than leaders with low emotional intelligence. They were also adept at managing conflicts and building relationships with team members.

Another study by Wong and Law (2002) found that emotional intelligence was positively correlated with

leadership effectiveness as measured by the Leadership Performance sub-assessment. Specifically, leaders with high emotional intelligence were seen as more transformative, charismatic, and effective than those with low scores.

Additionally, research shows that emotional intelligence is especially important for leaders in stressful environments. A study by Cherniss (2001) found that leaders with high emotional intelligence manage stress better and remain effective under pressure.

IV. RESEARCH METHODOLOGY

The research used in the project is Empirical method of research. The study used both primary as well as secondary data. The primary data was collected from the labor of Indus Automation. The study was conducted with the help of field survey technique among 120 employees in Indus automation at Coimbatore. The respondents were selected by simple random sampling. Well-structured questionnaires were prepared and circulated among selected respondents.

A. Method of Data Collection

There are two types of data collection. They are:

B. Primary Data

- Primary data refers to the pure and the fresh data which are collected for the first time.
- The primary data was collected from the response of the employee using questionnaire for this study.

C. Secondary Data

- Secondary data refers to the data which are already collected by some researchers in the past and is available in published or unpublished form.
- The secondary data for this study has been obtained from international journals and company websites.

D. Sample Size

- The sample size for the present study is 120

E. Tools Used

- Mean Analysis

V. ANALYSIS AND INTERPRETATION

A. Data Analysis

1) Demographic Statistics

Demographic Profile	Categories	Number	Percentage
Age	20-25 years	23	23%
	26-30 years	29	29%
	31-35 years	23	23%
	Above 35 years	25	25%
Gender	Male	55	55%
	Female	45	45%
Marital Status	Single	53	53%
	Married	47	47%
Income Level	Below 8000	27	27%
	8001-10000	28	28%
	10001-12000	20	20%

	Above 12001	25	25%
Experience	Less than 1 year	19	19%
	1-2 years	41	41%
	2-5 years	23	23%
	Above 5 years	17	17%

Table 5.1: Demographic Profile
SOURCE: Primary data

2) Interpretation

The above table shows that, most of the people are 26-30 years old, most of the people are male, most of the people are Single, most of the people have income level 8001-10000 and most of the people are 1-2 year experienced.

B. Descriptive Statistics

Descriptive Profile	Categories	Number	Percentage
Work Environment	Strongly Agree	17	17%
	Agree	10	10%
	Neutral	22	22%
	Disagree	24	24%
	Strongly Disagree	27	27%
Encouraging career mobility	Strongly Agree	23	23%
	Agree	16	16%
	Neutral	22	22%
	Disagree	22	22%
	Strongly Disagree	12	12%
Aligning organizational and employee goals	Strongly Agree	18	18%
	Agree	18	18%
	Neutral	26	26%
	Disagree	21	21%
	Strongly Disagree	17	17%
Corrective measures	Strongly Agree	22	22%
	Agree	18	18%
	Neutral	20	20%
	Disagree	21	21%
	Strongly Disagree	19	19%

Table 5.2: Descriptive Analysis
Source: primary data

1) Interpretation

From the above table most of the people Strongly disagree that they have good working environment, most of the people Neutral and Disagree about the have encouraging career mobility, most of the people have Neutral about Aligning organizational and employee goals and most of the people are neutral about corrective measures.

VI. FINDINGS

Most of the people strongly disagree that they have good working environment, most of the people Neutral and

Disagree about the have encouraging career mobility, most of the people have Neutral about Aligning organizational and employee goals and most of the people are neutral about corrective measures

VII. SUGGESTIONS AND CONCLUSION

Organizations should provide emotional intelligence training to their leaders to improve their ability to understand and manage emotions. This allows leaders to build stronger relationships, communicate more effectively, and create a positive work environment.

Organizations should consider emotional intelligence as an important factor in hiring and promoting executives. This equips leaders with the skills they need to create a positive and productive work environment.

Organizations should continuously assess the emotional intelligence skills of their leaders to identify areas for improvement and provide appropriate training. Emotional intelligence is positively correlated with effective leadership.

Research results show that emotional intelligence is positively correlated with effective leadership. Leaders with high emotional intelligence are better able to handle difficult situations, communicate effectively, and build strong relationships with their team members.

Research also suggests that emotional intelligence can be developed through training and practice. Therefore, organizations should invest in emotional intelligence training to improve their leaders' ability to lead effectively. Emotional intelligence is an important factor in hiring and promotion.

This study shows that emotional intelligence is a key factor in executive recruitment and promotion. Organizations should consider emotional intelligence when making these decisions to place the best leaders.

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