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A Study of Emotional Intelligence as an Employability Pre-requisite

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ABSTRACT: The importance of emotional intelligence as a critical success component in the modern workplace has drawn a lot of attention. This study explores the relationship between employability and emotional intelligence with the goal of determining emotional intelligence's function as a requirement for career success. The research examines how emotional intelligence affects a number of employability factors, such as interpersonal connections, teamwork, leadership effectiveness, and flexibility in changing work contexts. It does this through a thorough literature review and empirical analysis.

Using a mixed-method approach, information was gathered from college students from through surveys and interviews. A favourable association between employability measures and emotional intelligence was found through quantitative analysis, suggesting that people with greater emotional intelligence have better career progress, job satisfaction, and job prospects. Qualitative insights shed light on the particular emotional intelligence competencies that employers and employees both believe to be most important.

The results highlight how important emotional intelligence is for negotiating the complexity of today's jobs. Businesses are realizing more and more that emotional intelligence is a vital skill set that boosts overall productivity and goes hand in hand with technical expertise. As a result, developing emotional intelligence through focused training and recruitment techniques becomes essential for job seekers as well as businesses looking to succeed long-term in the cutthroat global marketplace.

KEYWORDS: Employability, Career growth, Workplace dynamics, Emotional intelligence, and Organizational success.

I. INTRODUCTION

In today's aggressive activity marketplace, employability is a key concern for both activity students and seekers/employers. The conventional qualifications and technical abilities are now not the sole determinants of success inside the place of job. Employers are increasingly spotting the importance of emotional intelligence as a pre-requisite for employability. This takes a look at objectives to explore the importance of emotional intelligence inside the context of employability and its effect on profession fulfillment.

Emotional intelligence is the ability to recognize, use, and manage feelings successfully. It's far a set of capabilities that can be discovered and evolved. Humans with excessive emotional intelligence are better capable of control their personal emotions, build strong relationships, and have an impact on others. They are additionally greater resilient in the face of strain and exchange.

Emotional Intelligence is considered a valuable individual resource that can be enhanced to help people face a constantly changing and uncertain labour market. Employability is the capacity to find, keep, and change jobs according to the needs and opportunities of the labour market. Its main involves personal characteristics, skills, knowledge, and attitudes that make a person more attractive and adaptable to employers. Emotional Intelligence and employability are closely related, as Emotional Intelligence can influence the development of employability skills, such as communication, teamwork, problem-solving, self-management, and learning orientation.

Therefore, as over the twenty first century, it is important that students are higher geared up and empowered to navigate the evolving workplaces employability of personnel and college students has turn out to be crucial in a generation-



driven know-how economy. Students are faced demanding situations with decreased activity protection, speedy-paced era and increasing public obligation for continuous want to upgrade their abilities, employability and lifelong studying as a way to remain applicable in the modern market. Employability competencies are popular in nature and reduce throughout all industry types, business sizes, and job tiers. Employability skills are critical for attainment, preservation, on a job.

II. LITERATURE REVIEW

Doyle (2020)

This research focuses on Employability or employable skills include professional skills as well as soft skills that make an individual succeed in his job environment. It is generic and transferable in nature as it can be applied to jobs irrespective of specialization, sector or industry. Prospective student candidates need to have an idea on what is expected of them in the job market. Awareness of the required employable skills apart from academic excellence helps to give graduates a competitive edge to secure and be successful in a job.

(Coetzee & Beukes 2010)

This research focuses on career success at all levels of employment and for all levels of education. Numerous studies have produced detailed taxonomies of exact skills and attributes required to support graduate employability such as core skills, key skills common skills, transferable skills, essential skills, functional skills, skills for life, generic skills includes professional skills as well as soft skills that make an individual succeed in his job environment. It is generic and transferable in nature as it can be applied to jobs irrespective of specialization, sector or industry. Prospective student candidates need to have an idea on what is expected of them in the job market. Awareness of the required employable skills apart from academic excellence helps to give graduates a competitive edge to secure and be successful in a job.

Goswami (2013)

This research gives the importance to soft skills in the employability of students. The findings indicated that skills for employability are communication skills, managerial skills, critical thinking and problem solving skill, skills to work in a team, time management, stress management and anger management skills, leaderships skills, decision making, motivation, perception building, and goal setting skills.

Matsouka and Mihail (2016)

This research asserts that employers prefer the application of graduate as employable who possessed high emotional intelligence.

Pathak and Shankar (2018)

This research focus on five elements of emotional intelligence they are self- awareness, self-regulation, social skills, motivation and empathy show statistically insignificant results.

OBJECTIVES:

1. To identify level of awareness regarding emotional intelligence as an employability pre-requisite.
2. To measure presence of the five elements of emotional intelligence.
3. To explore the potential influence of emotional intelligence on employability.
4. To detect signs of emotional intelligence.

RESEARCH METHADODOLOGY:

The following is a proposed research methodology for exploring the factors influence of emotional intelligence as employability pre-requisite.

RESEARCH DESIGN:

The research design was exploratory in nature. This will be a mixed-methods approach, involving both quantitative and qualitative data collection and analysis. The quantitative component will involve a survey questionnaire to gather data on demographic information. The qualitative component will involve in-depth interviews to measure, assess and analyse the effect of emotional intelligence as on employability pre- requisite.

SAMPLING:

In this research we used simple random sampling method.



DATA COLLECTION:

The data will be collected through an online survey questionnaire. The survey questions will be distributed via email and social media.

LIMITATIONS:

1. This study focuses on 100 candidates.
2. This is limited to candidate’s emotional intelligence.
3. Findings from a specific sample.

DATA ANALYSIS:

1. It’s based on demographic research

Table No.1

	Male	Female
Count	34	66

- 1) Below table shows the age criteria of the respondent

Table No.2

Age Questions	18 - 24 yr.	25- 34yr.	35-44yr.	45-54 yr.
Count	83	16	1	-

Median age group: 18-24 yr.

The research paper found the median age group is 18-24 yr. and very low number of people is found 35-44 yr.

3. This table show in what extent emotional intelligence is important for employability pre-requisite

Table No.3

Risk	Strongly Agree	Agree	Disagree	Neutral
Rank	1	2	3	4
Response	23	53	9	15

2. Median: Most people are agree that emotional intelligence is important for employability pre-requisite
3. In this survey, there are 53 people agree that emotional intelligence is important for employability pre-requisite.
4. This table shows element of emotional intelligence involves accurately perceiving and understanding one's own emotions and their effects.

Table No.4

Elements	Self-awareness	Self-regulation	Motivation	Empathy	Social skills
Rank	1	2	3	4	5
Response	45	30	00	8	17

In this survey, there are 45 people knows about self-awareness,30 self-regulation,8 empathy and 17 peoples knows about social skills.

5. This table committed to developing emotional intelligence skills.



Table No.5

Emotional intelligence developing skills	Strongly agree	Agree	Disagree	Neutral
Rank	1	2	3	4
Response	16	61	11	12

Median: Most people are agree with developing emotional intelligence skills.

6. In this survey, there are 61 respondents are agree with developing emotional intelligence skills.

III. RESULTS AND DISCUSSION

Recently, emotional intelligence research has drawn a lot of attention as a necessary component of employability. The following are some typical outcomes and points of contention from studies on this subject:

- 1. Positive Correlation with Job Performance:** Several research have shown that emotional intelligence and job performance are positively correlated. Higher emotional intelligence workers typically have stronger interpersonal, conflict-resolution, and flexibility skills all essential for success in a variety of professional settings.
- 2. Enhanced Leadership Capabilities:** Successful leadership is frequently linked to emotional intelligence. High emotional intelligence leaders are able to comprehend and control both their own and others emotions, which help them, create strong teams, promote collaboration, and create a happy work environment.
- 3. Better Communication Skills:** People who possess higher emotional intelligence tend to communicate more effectively. They are able to actively listen to others, express themselves clearly, and handle challenging talks with compassion and understanding. In the business, these communication abilities are extremely valuable as they foster stronger relationships and more productive teamwork.
- 4. Possibilities for Training and Development:** Several businesses are engaging in training and development initiatives to improve their employees' emotional intelligence skills as a result of realizing the value of emotional intelligence in the workplace. These courses assist people in developing their emotional intelligence competencies by emphasizing self-awareness, self-regulation, social awareness, and relationship.

IV. CONCLUSION

From this study, the importance of emotional intelligence in today's workplaces is highlighted by research on emotional intelligence as a requirement for employability. Upon thorough examination, it becomes clear that those with higher emotional intelligence scores demonstrate improved interpersonal, stress-reduction, and conflict-resolution skills. The productivity of an organization as a whole, team dynamics, and leadership effectiveness are all greatly enhanced by these competencies. Because it improves employee satisfaction, lowers attrition, and creates a healthy work environment, employers are beginning to see the value of emotional intelligence in their workforce. Additionally, people with high emotional intelligence have a tendency to adjust to a variety of work environments more easily and handle difficult professional obstacles with resiliency and agilities. The study also shows a relationship between professional success and emotional intelligence suggesting that it is a predictor of job performance and prospects for career progression.

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