CHAPTER III
PROBLEM AND HYPOTHESES

From the past literature related to attachment style, emotional intelligence, life orientation and quality of life, as discussed in the Chapter – II it is crystal clear that these variables are directly or indirectly interrelated and are of immense important for personal and professional life of an individual. In modern age, employees in the companies, particular in the socio-cultural context of Multi-national companies (MNC’s), are under constant pressure to achieve higher targets. They find inability to manage stress, relation with other employees which has its most dangerous consequences in line of their work. They need to work effectively, have to be socially strong, emotionally, physically as well as psychologically. In short they should have quality of life.

From the empirical findings reported in chapter II, investigators have suggested physiological and biochemical pathways which may explain some of the effects of attachment style on physical health and psychological health. Studies from the above tabulated information reported that individuals with secure and dismissive attachment styles were significantly happier than those classified as fearful (Webster, 1997), fearful and preoccupied attachment styles were associated with higher levels of distress in both men and women (Gitteman, et al., 1998), attachment style was a significant predictor of well-being (Love, Keisha, Murdock & Tamera, 2004) and a secure attachment styles are related to greater psychological health (Wilkinson & Scherl, 2006).

Moreover, research findings also suggested that there were significant positive relationship between mental health disorders with avoidant and anxious attachment styles and emotion-oriented coping strategy. Bodner & Cohen-Fridel, (2010) concluded that securely and dismissively attached individuals score higher than fearful and preoccupied individuals on quality of life (QOL) scale. Another research also confirmed that there is significant negative relationship between mental health disorders with secure attachment style and problem-oriented coping strategy (Sayadia, et al., 2014).

However, findings provided the empirical confirmation of significant positive relationship between emotional intelligence and quality of life (Grant & Kinman, 2010; Gupta & Kumar, 2010). For instance, Extremera and Fernández-Berrocal (2002) reported that “aspects of perceived emotional intelligence may account for the health-related quality of life
in midlife including social, physical, and psychological symptoms.” Another study confirms that managers with high emotional intelligence are less prone to stress which leads to experience better physical and psychological well-being, and show better management performance (Slaski & Cartwright, 2002).

On the other hand, some researches established that poor physical health symptoms (alexithymia and alcohol consumption) are negatively associated with emotional intelligence but higher level of emotional intelligence has been reported as positive correlate of life-satisfaction, and size and quality of social network (Austin, et al., 2005; Tsaousis & Nikolaou, 2005). However, some of the researchers provided empirical support for the fact that with developed emotional competence, positive changes could brought in the level of “psychological well-being, subjective health, quality of social relationships and employability” (Nelis et al., 2011). These findings provide preliminary evidences that emotional intelligence (EI) abilities are useful for an individual particularly in relation to health related quality of life and psychological-quality of life.

Further, the researches have reported that a significant positive relationship between optimism, and quality of life (Popa-Velea & Purcarea, 2014). Optimism has also been reported as associated to better perception of physical and mental health status and better perception of Quality of life, and inversely related to distress. On the other hand, Tomberg, and associates (2007) reported no correlation between optimism, health status and social well-being, but still it seems to be more significant not to be pessimistic than to be optimistic (Zenger, et al., 2011).

The connection between attachment style and emotional intelligence has been empirically expressed. Campbell, et al., (2003), for illustration, by using two-way ANOVA reported “significant main effect for attachment style across all aspects of emotional intelligence.” Studies showed that among the four categories of attachment style, secure and dismissing are positively related to the emotional intelligence, whereas, the fearful and preoccupied attachment style are negatively related to emotional intelligence (Hemmati, et al., 2013). Further, the secure attachment styles has also been reported as negative correlate of depression (Khledian, et al., 2013), however, the attachment styles and emotional intelligence are not significantly related but suggested that some aspects of emotional intelligence may be bound by gender, race/ethnicity and/or culture (Svensson & Helen, 2011).
Surprisingly, the bond between attachment style and life orientation has been less researched, as optimism and secure attachment are correlated with many of the same positive psychological outcomes (Scheier et al., 2001). The secure attachment and optimism are both considered to be inner resources that help a person to cope constructively with stressful situations. Nevertheless, a countable number of studies are available that have indicated that attachment styles are positively related with life orientation (Sandoval, 2008). Similar trends have been found and reported to study the direct relationship between emotional intelligence and life orientation. Both the variables have been studied independently but no direct associations between emotional intelligence and life orientation has been found.

The significance of attachment style, emotional intelligence and life-orientation (optimism) towards the quality of life of an individual have been highlight by many researches in various independent piece of research work. For instance, optimists have been reported as less depressed before an operation than pessimists, and optimists felt greater relief and happiness afterwards. They also reported more satisfaction with their medical care and amount of emotional support than pessimists. Emotional support has been revealed as a significant correlate of optimism. Students who reported a greater source of support from friends and family were more optimistic. Therefore, sufficient emotional support appears to increase optimism, which, in turn, can improve one's health. Personal optimism has also been found to be correlated with life satisfaction and optimists also may involve themselves in more successful social relations than pessimists because they participate in an approach oriented strategy when dealing with social situations.

However, pessimists distance themselves from social situations more often than optimists. Therefore, developing social relations with an optimist may be easier and more satisfying than with a pessimist, hence the finding that optimism in a friend or partner is a socially desirable trait. Optimists do not have as much difficulty as pessimists in initiating social contacts. Pessimists, on the other hand, manifest a social avoidance strategy, and, consequently, experience more loneliness than optimists. Optimists also seek out social support more often than pessimists. Similarly, optimism within marriage, found to be associated with higher rates of positive interactions and to predict long term marital satisfaction (Fincham, 2000). Optimistic have healthier lifestyles which prevent them from developing illness and they lead a good quality of life. Sayadia, et al., (2014) found that there were significant positive relationship between mental health disorders with avoidant and
anxious attachment styles and emotion-oriented coping strategy and significant negative relationship between mental health disorders with secure attachment style and problem-oriented coping strategy.

Prevailing literature advocates the significant association between attachment style and quality of life, emotional intelligence and quality of life and life orientation and quality of life and interrelationship of attachment with emotional intelligence. Very few studies have been noticed which have elaborated the existence of interrelationship between emotional intelligence with life orientation and attachment style with life orientation. However, no study has been found which have elaborated the existence of interrelationship between all these variables. This vacuum tempted the investigator to design the present study for in-depth understanding of the inter-correlation exist among attachment style, emotional intelligence, life orientation, and quality of life of employees who are working in multinational company with the following objectives:-

Objectives:
1. To establish the relationship among attachment style, emotional intelligence, life orientation, and Quality of life.
2. To identify the predictors of Quality of life.
3. To compare the three levels of management on attachment style, emotional intelligence, life orientation and Quality of life.
4. To identify gender differences on attachment style, emotional intelligence, life orientation and Quality of life.
5. To compare the Quality of life of employees with secure, preoccupied, fearful and dismissive attachment style.

Hypotheses:

To accomplish these objectives keeping in view the multi-dimensional nature of the variables, following hypotheses were formulated:-

1. There would be significant correlations among dimensions of attachment style (anxiety & avoidance), dimensions of emotional intelligence (emotional competency, emotional management, & emotional sensitivity), life orientation, and domains of Quality of life (physical, psychological, social and environmental).
2. Attachment-related anxiety, attachment-related avoidance, emotional intelligence, life orientation would significantly predict physical, psychological, social, & environmental - Quality of life.

3. Higher, middle and lower levels of management would significantly differ on attachment-related anxiety, attachment-related avoidance, emotional intelligence, life orientation, and physical, psychological, social and environmental - Quality of life.

4. There would be significant gender differences on attachment-related anxiety, attachment-related avoidance, emotional intelligence, life orientation, and physical, psychological, social and environmental - Quality of life.

5. The Physical, Psychological, Social and Environmental Quality of life of the employees with secure, preoccupied, dismissive and fearful attachment style would significantly differ.

To test these hypotheses the design and methodology adopted has been presented in chapter IV.

With this we move to next chapter dealing with Methodology.

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