EMOTIONAL INTELLIGENCE IN RELATION TO PERFORMANCE OF TEACHING PROFESSIONALS IN MANAGEMENT AND TECHNICAL INSTITUTIONS

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ABSTRACT

SUBMITTED TO FACULTY OF BUSINESS STUDIES PUNJABI UNIVERSITY IN FULFILLMENT OF REQUIREMENTS FOR THE DEGREE OF DOCTOR OF PHILOSOPHY IN BUSINESS MANAGEMENT

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Emotional Intelligence in relation to performance of teaching professionals in management and technical institutions

Abstract

With the development of Indian economy, higher education in India has experienced a significant growth. But the sector faces many challenges which necessitate greater autonomy to the universities in order to emerge as centers of excellence providing quality education in the global economy. The dynamic and competitive higher education sector has posed a challenging situation for the teaching professionals wherein the definition of effective teaching has undergone a sea change. At the core of the policies towards enhancing the competitiveness of Indian higher education lie the competencies of teachers to perform effectively. Thus, the study investigates the one such competency of teaching professionals in management and engineering departments of universities in Punjab and Haryana i.e. Emotional Intelligence. The study examines the relationship between emotional intelligence of 200 teaching professionals and their performance as transformational leaders as perceived by their students. Further, the relationship between emotional intelligence of teachers and their organizational commitment and job involvement is also researched. Emotional intelligence has been found to have a positive and significant relationship with performance of teachers as transformational leaders, organizational commitment as well as job involvement. No effect of demographic factors like age, gender, qualification and experience on emotional intelligence of teachers has been observed. Based on the findings of the study, recommendations regarding selection and training of teaching professionals have been put forth.