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Need of EI in Today's World

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Abstract: ***Emotional intelligence and intelligence quotient are frequently contrasted. Many of us understand IQ as a person's performance on a set of tests intended to measure to gauge intellectual capacity. People with higher IQs have superior cognitive talents, which include the capacity to learn and comprehend, and they are more likely to succeed in school. The intelligence quotient measures a person's IQ, but the emotional intelligence (EI) quotient (EQ) measures a notion that comprises the capacity, skill, or self-perceived ability to identify, appraise, and manage one's own, other people, and group members' emotions. The EQ notion contends that conventional intelligence, or IQ, is overly limited and that emotional intelligence encompasses a larger range of skills. enable our level of achievement. Emotional intelligence is crucial in the workplace. While cognitive abilities are seen to aid in landing a job, emotional intelligence is thought to aid in landing promotions. People who have higher emotional intelligence requirements than individuals at lower levels of the corporate hierarchy. Emotional intelligence is regarded as being twice as significant in the job as analytical and technical skills. The purpose of this study is to discuss the idea of emotional intelligence as a crucial area for professional development and to emphasise its significance in the workplace.***
Keywords: Employees, Performance, Emotional intelligence, IQ, EI.

I. INTRODUCTION

Emotional intelligence is important because it can help individuals to better understand their emotions and the emotions of others. It also helps people to create and maintain better relationships, manage their stress and anxiety levels, be more successful in their work and academic environment, and act ethically. Emotional intelligence can also help people become more resilient and adaptive to changing situations, think more clearly, and make better decisions.

Emotional intelligence (EQ) is the capacity to recognise, use, and control one's own emotions in a constructive way in order to reduce stress, communicate effectively, sympathise with others, overcome obstacles, and diffuse conflict. Emotional Intelligence permits us to think more creatively and solve difficulties by utilising our emotions. Emotional intelligence is likely to coincide with general intelligence to some level. Identifying emotions, using emotions, comprehending emotions, and managing emotions are all skills that an emotionally intelligent person possesses.

A. Importance of Emotional Intelligence in The Workplace

Emotional intelligence is becoming increasingly important in the workplace. It is a kssey factor in developing effective relationships with colleagues, managing conflict and communication, and leading and motivating teams. It can help employees to better understand their own emotions, as well as the emotions of those around them, and to use that knowledge to create more positive work environments.

This can lead to improved job satisfaction, better collaboration, and higher productivity. Additionally, strong emotional intelligence can help to reduce stress and burnout, leading to better mental and physical health.

Emotional intelligence is important in many facets of the workplace. EQ's legitimacy may be questioned by those who have never heard of the term.

There is, however, data that suggests a clear link between emotional intelligence and a variety of career-related factors. Emotional intelligence has been linked to professional success, work performance, and better mental health in studies.

It's worth noting that emotional intelligence is even more important in some working situations. Take human resources, for example: this position entails a great deal of dispute resolution and dealing with employee emotions. Communication, motivating employees, and distributing duties are all tasks that might benefit from higher EQ levels in management and leadership jobs. High levels of EQ, on the other hand, will benefit any position.

Emotional intelligence isn't just useful in the office; it may help you in other areas of your life as well. Understanding and managing emotions may help you have a more optimistic attitude on life and feel better about yourself and your circumstances.

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B. Need Of Emotional Intelligence

The world is rapidly changing and technology is advancing at a rapid rate. As a result, the need for emotional intelligence (EI) has become increasingly important in our society. EI is the ability to recognize, understand, and manage one's own emotions as well as those of others. It is an essential skill for success in today's rapidly changing world, as it enables people to navigate complex interpersonal relationships, make better decisions, and foster meaningful connections with others. In the past, it was believed that IQ was the key to success. However, research has now shown that EI is just as important, if not more important, than IQ. Studies have found that people with higher EI have better relationships, are more successful in their careers, and are more likely to achieve their goals. In fact, research suggests that EI is the single most important predictor of success in life. Furthermore, EI is increasingly important in the workplace. In today's digital word, the ability to effectively manage emotions and interact with others is a critical skill for success. People who possess strong EI skills are better able to collaborate with colleagues, lead teams, and handle difficult conversations.

II. COMPARATIVE ANALYSIS OF REVIEW

Table 1. Authors, title, techniques and result

Sr. No	Author	Title	Techniques	Result
1.	Jasleen Kaur	Emotional Intelligence and Work Performance	ability model, mixed trait personality model, EI, EQ	The major focus of this study is to look at the elements that influence employee performance at work, as well as the impact of emotional intelligence on employee performance.
2.	Prof Manjiri S Deshmukh	Emotional Intelligence: Scientific Approach Classification	audio visual signal, physiological signal and central nervous system signal	Depending on the scenario, each of the three approaches has a different application and importance. The audio visual signal approach does not require the individual being studied to be there in person to investigate emotional intelligence; instead, an audio or video recording of him will serve. The physiological signal and central nervous system signal approaches, on the other hand, both need the subject to be present during the investigation.
3.	Nicola S. Schutte	Connections between emotional intelligence and workplace flourishing, psychology	Emotional Intelligence	The findings of this study serve as a foundation for future research with practical applications. Emotional intelligence, when viewed as a source of workplace thriving, can open up new possibilities for workplace initiatives that promote employee happiness and engagement.
4.	Zahidul Karim	Measuring Emotional Intelligence and its Impacts on Employees' Performance: A Study on Business Organizations in Bangladesh	Questionnaire, regression model	Those in top-level management had more emotional intelligence than employees in mid-level and lower-level management, according to research. Finally, the study reveals that training, coaching, mentoring, teaching, and supporting employees can increase their emotional intelligence.
5.	Yuka Hirai	Emotional Intelligence and Work Perceptions Among Nurse Managers	EI, EEG, EQS	They looked examined the links between EI features in nurse managers and their judgments of how much of their job can be delegated to other employees.
6.	Dr. Bhavana Arora	Importance Of Emotional Intelligence In The Workplace	EQ, IQ	The purpose of this article is to discuss Emotional Intelligence as a crucial area of professional development and to emphasise its value in the workplace.
7.	Noor Ul Ain	Role of emotional intelligence and grit in life satisfaction	Bar-On's model, Mayer-Salovey's ability-based mode	These findings, according to the current study, are due to the collectivistic structure of culture. SWLS and a 12-item grit scale are used, which may be useful for future validation studies. In the framework of Pakistani culture, various instruments are used.

III. CONCLUSION

It is true that emotional intelligence is the most effective tool for enhancing our self-awareness, self-control, and We can all use motivation, empathy, and social skills to become more effective leaders. It has been employees who work for an emotionally aware company are efficient, motivated, and productive. They are focused on reaching their objectives. They are also content, self-assured, and endearing. Team members are better equipped to collaborate with one another and produce better outcomes for the organisation as a whole. As we can see, a person's career greatly benefits from having high emotional intelligence, particularly if they are aspiring for a leadership position within the company.

It's crucial to develop EQ so that one may understand, control, and master his or her own emotions as well as those of others. achieving achievement at work.

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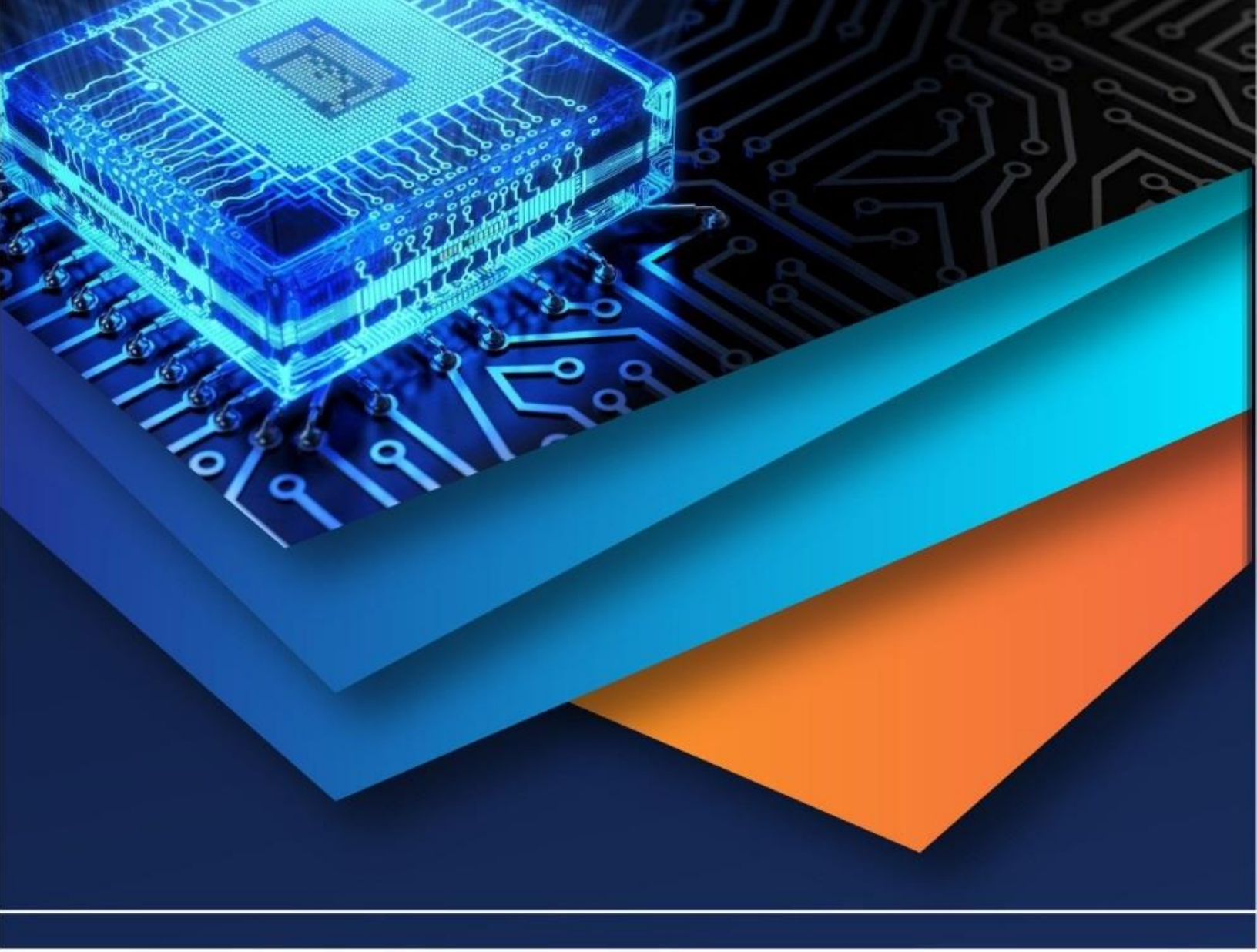

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