



RUKMINI DEVI

Institute of Advanced Studies

Approved by AICTE, HRD Ministry, Affiliated to G.G.S. I.P. University, Delhi

- NAAC Accredited, 'A+' Grade (2nd Cycle)
- Category 'A+' Institution by SFRC, Govt of NCT of Delhi.
- Highest Category 'A' by Joint Assessment Committee of GGSIPU & DHE, Govt. of NCT of Delhi.
- Member of AMDISA, AIMA, CII, DELNET, DMA, CEGR, ICT Academy, NDL, NHRDN, ASSOCHAM
- MoU Signed with MSME-TDC, PPDC Agra, Ministry of MSME, Govt of India



An ISO 9001 : 2015
Certified Institute

DOSSIER

On

Class room Lecture on "Role of Emotional Intelligence on the performance of Employee"

Support

On

January 15, 2019



S.NO.	Particulars	Pg.No.
1.	Form-A : Proposal to organize an event	3
2.	Form B :	
	Part I - Aim of the event	4
	Part II - Abstract	4-5
	Part III - Conclusion	6

Ms. Simranjeet Kaur

Asst. Professor , RDIAS

Prof.(Dr.)Raman Garg

Director, RDIAS

FORM A

Proposal :

- **Name Of the event to be organized :** Class room Lecture on "Role of Emotional Intelligence on the performance of Employee"
- **Date :** January 15, 2019
- **Time :** 11:20AM - 1:00PM
- **Venue :**
- **Organized By:** Support
- **Motivation for the activity :** To identify the effect of emotional intelligence on employee's performance in their working place .The Academic Committee organize this event in the form of Classroom Lecture in order to get an actual view of what's currently happening in the industry.

Form B

Part 1

Aim of the event :

To identify the effect of emotional intelligence on employee's performance in their working place . The success in performance and in overall working of the organization is not depending only on professional knowledge and the IQ level of employees and managers, but also very important role is played by emotional intelligence.

Part 2

Abstract :

To find the way to describe the Emotional Intelligence we need to ask our self: How well do we connect with our self and with others? The ability to appropriately identify, recognize and manage our emotions for your own well-being as well as the wellbeing of people around us is what is described as emotional intelligence. Our emotional sensitivity, maturity and competency is what ultimately decides our destiny.

Emotional intelligence largely shapes the behavior of the leader and determines his or her leadership effectiveness

Abraham defined the emotional Intelligence as the ability to:

- Understand your feeling and the feelings of others
 - Ability to deal with others o form Relationships
 - The ability to express different emotions
 - Independence and the ability to make decisions
 - Perseverance and hard work
- Ability to deal with others
- The ability to form Relationships
- The ability to express different emotions
- Independence and the ability to make decisions
- Perseverance and hard work

Emotional Intelligence in work place|| argues that the Emotional Intelligence gives a person competitive advantages

EI has been found to be an important predictor of various enviable organizational outcomes, such as job performance, job satisfaction, organizational citizenship behaviour, and organizational commitment. Emotional intelligence involves managing feelings so that they are expressed appropriately, therefore enabling people to work together towards common goals in a constructive and transparent environment.

Ø Understand your feeling and the feelings of others

Ø Ability to deal with others

Ø The ability to form Relationships

Ø The ability to express different emotions

Ø Independence and the ability to make decisions

Ø Perseverance and hard work

Many organizations are looking for performance improvement and they desire to carry out economic activities with maximum efficiency, they should enhance their employees' performance in the first step. Performance is a function of knowledge, skills, capabilities and motivations. Emotional intelligence is an important capability in today's organization with changing behaviours and motivations.

The purpose of this study is to examine the role that emotional intelligence and organizational commitment play on employees' performance. Hence, this study examines the relationship between emotional intelligence, organizational commitment, and employees' performance.

Emotions originate from exposure to specific situations. Emotions, when combined with the thinking process, result in the experience of feelings; they are human beings' warning systems that alert them to what is really going on around them. Emotions are also like an internal gyroscope that helps keep us on the right track by ensuring that we are guided more by EQ and less by IQ

Emotionally intelligent individuals are able to identify what they feel and intentionally generate other mood states to help them achieve their goals. In other words, they know how to motivate themselves. And motivation is often the biggest difference between success and failure, between being a winner and an also-ran.

Management researchers claim that emotional intelligence has an influence on performance and productivity. High emotional intelligence also affects all aspects of management

Emotional intelligence can be organized into four dimensions representing the recognition of emotions in ourselves and in others, as well as the regulation of emotions in ourselves in others. Each dimension consists of a set of emotional competencies that people must possess to fulfill that dimensions of emotional intelligence. The dimensions are as under:-

- Self awareness: It refers to having a deep understanding of one's own emotions as well as strengths, weaknesses, values and motives.
- Self management: This represents how well we control or redirect our internal states, impulses and resources.
- Social awareness: It is mainly about empathy, having understanding and sensitivity to the feelings, thoughts and situations of others.
- Relationship management: It refers to managing other people's emotions.

Part 3

Conclusion

There is a relationship between emotional intelligence, organizational commitment and employees' performance. The organizations should increase EI, by increasing skill training to help in developing mental abilities of individual employees; employees should be encouraged to develop their social skills which would lead to their greater acceptance among their colleagues and subordinates thereby enhancing the work process leading to success in the organization; and organizations should make the newly recruited employee undergo an organizational socialization programme which should include an emotional intelligence test to inform the employees of their current status and help them plan out a training program to support their lack of experience.

SnapShot



A healthy interaction between students and the guest



Students listening to the session attentively