Emotional Intelligence and Performance of Lawyers in Rajasthan

Richa Chauhan
Research Scholar, Banasthali Vidhyapeeth, Jaipur, INDIA

ABSTRACT

“Emotions are internal events that coordinate many psychological subsystems including physiological responses, cognitions and conscious awareness.” (Mayer, Caruso, Salovey, 1999). Emotional Intelligence helps person’s make rational decisions and show responsible behavior by making balance between their own thoughts and emotions (Berkering et al., 2008). Emotional intelligence is considered as a supportive factor against work pressures. This Paper examines how Emotional Intelligence (EQ) associates with Performance of lawyers in Rajasthan.

Keywords-- Emotional Intelligence (EQ), Performance

I. INTRODUCTION

Emotional intelligence is a set of linked cognitive and emotional abilities (Siarochi et al., 2001; quoting from Siarochi et al., 2002) which helps individuals to be fully aware of those feelings which facilitate thoughts by perception, evaluation and expression of emotions (Mayer et al., 2001). Moreover, it helps them make rational decisions and show responsible behavior by making balance between their own thoughts and emotions (Berkering et al., 2008). Emotional intelligence plays a great role in formation, expansion and continuance of human interactions and one of the main factors of emotional intelligence is how and when individual uses communication strategies (Mosavi, 2009). Emotional intelligence reduces the negative effects of occupational pressures by managing emotions and feelings of employees and facilitating their positive feeling and strengthens them against early exhaustion which has mutual relation with mental health Job satisfaction also implies one's enthusiasm and happiness with the work. Kaliski,(2007) noted that high job satisfaction is the key factor that leads to recognition, income, promotion, and the achievement of other goals that lead to a feeling of fulfillment.

Emotional intelligence is described as an individual's self-awareness, self-confidence, self-control, commitment and integrity, and a man's capacity to convey, impact, start change and acknowledge change (Goleman, 1998). Energetic learning is a mix of capacities. These aptitudes add to a singular's ability to direct and screen his or her particular sentiments, to adequately gage the passionate state of others and to effect appraisals (Caudron, 1999; Goleman, 1998). Passionate acumen genuinely is not new. A singular's ability to see, perceives, and regulate feeling gives the reason to the sorts of social and enthusiastic aptitudes that are crucial for accomplishment in any job. An understanding into Arjuna's character uncovers to us that he is not a man who is effectively annoyed. He has in the past displayed praiseworthy restriction and teaches even at the most difficult times. At the point when Draupadi turns into the wife of all the five siblings regardless of being won by him in the swayamvar, he doesn't flounder or offer into any sort of feeling. He flawlessly comprehends his mom Kunti's choice as the rationale behind it was politically reinforcing themselves against the Kauravas – Panchala was an intense kingdom furthermore the way that Kunti did not need any dissention among the siblings in view of Draupadi. Indeed, even now when his brain is in strife whether he ought to battle the war or not, he finds himself able to mentally examine and comprehend his circumstance. He is in an enthusiastic change be that as it may, that does not dissuade him from surveying himself precisely. The hypothesis of karma is the focal topic of Bhagvad Gita which when made an interpretation of into advanced administration may give crisp methodology in doing the "right" thing at the "right" time.

III. OBJECTIVE OF THE RESEARCH PAPER

To assess the relationship between EQ factors and performance of Lawyers in Rajasthan.
Hypothesis

H01: There is no relationship between EQ factors and performance of Lawyers in Rajasthan.

H1a: There is a positive relationship between EQ factors and Performance of Lawyers in Rajasthan.

IV. METHODOLOGY

The researcher contacted the targeted participants through personal and professional networks. The procedure followed a type of non-probability sampling process called "judgmental, purposive, or expert sampling" (Nelson, 1996, p. 455). For this study, Lawyers of major cities of Rajasthan was contacted. Two hundred forty lawyers (Male & Female both) were contacted personally through telephone as well through emails.

Due to the personal and sensitive nature of the variables, participants were assured that the information would not be disclosed to any members of the organization. The questionnaire for measuring the EI and Performance is prepared which consisting 20 questions for measuring EI and 12 questions for performance. The survey questions describe the critical aspect of each skill that indicates the presence of EI in the behavior and performance of the individual being assessed. The frequency with which the person being assessed demonstrate the behaviors related to the skill are the best measure for the skill.

V. ANALYSIS

Correlation & Regression method(s) to assess and analyze the level of Emotional Intelligence affecting performance of Lawyers

To assess the relationship between EQ factors and performance of Lawyers

According to the above data, it was assessed that the variance was maximum in case of Lawyers Male followed by Lawyers Female. Employees with high emotional intelligence are able to regulate themselves and stay in control. The Paper showed that there is positive relationship between occupational performance and emotional intelligence.

VI. CONCLUSIONS

The emotional intelligence helps them to succeed in the organization by augmenting the extent of their job performance. Lawyers with high emotional intelligence are able to regulate themselves and stay in control. These individuals are unlikely to rush headlong into hasty decisions or let their anger take over their behavior. The study revealed that lawyers have a fair number of 'Success Rate' in their professional law-practice(s).

REFERENCES