



Relationship of Emotional Intelligence with Mental Health among Employees at Workplace

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Abstract:

Emotional Intelligence(EI) has surfaced as a pivotal factor in workplace success, impacting leadership, cooperation, and overall organizational performance. Over the once many times, emotional intelligence has gained attention and significance. Emotional Intelligence presumably overlaps to some extent with general intelligence. therefore, the EI has decreasingly important reclamation for society. Proponents of EI claim that individual can enjoy happier and further fulfilled lives if they're apprehensive of both their own feelings and those of other people and suitable to regulate those feelings effectively. The present study is an attempt to epitomize the significance of Emotional intelligence. It also discusses the impact of emotional intelligence on workplace. The relationship between academy preceptors' internal health and emotional intelligence was delved in this study. 80workers(M = 40, F = 40) made up the sample. Dr. Jagdish(1985) used the Hand's Mental Health Inventory to assess internal health, and Hyde, Pathe, and Dhar(2001) used the Emotional Intelligence Scale to assess emotional intelligence. The findings indicated that workers' internal health was positively and explosively identified with high emotional intelligence. also, no perceptible gender differences were set up in this area. Worker internal health, emotional intelligence, and internal health.

Keywords: Emotion, Emotional Intelligence, Mental Health, Workplace

Highly successful people are usually motivated by more than just riches and position, even though these are significant elements. The modern workplace is a very different place. The skills required to succeed in the contemporary job and environment differ from those required in previous generations. Organizations that are forward-thinking nowadays aggressively seek out workers who are highly dedicated to their jobs and passionate about what they do. Individuals in any workplace have unique personalities, strengths, and emotions, all of which can have a significant impact on how they operate. Emotions must occasionally be

expressed. People in any workplace have different personalities, strengths, and emotions, and these can all have a big influence on how they work. It is sometimes essential for people to express their emotions. Employee emotions have a big impact on how a whole company communicates, both internally and outside. Emotions affect job performance, managerial choices, and relationships at work. Employees who possess emotional intelligence are more capable of expressing their feelings, are more self-aware, creative, tolerant, honest, and trustworthy, and they are able to forge stronger bonds with people inside and beyond the organization.

All of these traits improve employee and organizational performance. "One of the few essential traits that enables organizations to produce strategic leaders is emotional intelligence." Since it boosts productivity and trust both inside and outside the company, emotional intelligence is a crucial criterion for evaluating an efficient employee. Since emotional intelligence and mental health are important factors that impact job productivity and have been taken into account in this study, it is imperative that employees' mental health and emotional intelligence be addressed. Success is mostly dependent on having a sound mental condition. A healthy individual is happy, has a sound mind, and leads an active and satisfying life.

Although wealth and status are important factors, extremely successful people are typically driven by more than these attributes. The workplace of today has changed significantly. The abilities needed to thrive in the modern workplace and environment are different from those needed in earlier generations.

Today's forward-looking organizations actively look for employees that are passionate about what they do and highly committed to their work.

Every workplace consists of individuals with different strengths, personalities, and abilities. Emotional intelligence is one of the few key characteristics that gives rise to strategic leaders in organizations. Emotional intelligence plays a significant role in the organization and becomes an important criterion of evaluation for judgment of an effective employee, increases productivity and trust within and across the organization. Because of this, it is crucial to address employees' mental health and emotional intelligence, which are significant factors that affect job productivity and have been considered in this study. A key component of success is having a healthy mental state. A person who is in good health has a sound mind, is happier, and leads an active and fulfilling life.

How Emotional intelligence can be improved at workplace?

A high IQ is also something we tend to be born with while emotional intelligence is something we can work to improve. To a large degree, our emotional intelligence starts in childhood with how we're raised, but as adults, we can take steps to get emotionally —smarter. Justin Bariso, author of EQ, Applied: A Real-World Approach to Emotional Intelligence, offers seven ways to improve emotional intelligence in an article written for [Inc.](#): Reflect on our emotions. This is where self-awareness begins. To grow in emotional intelligence, think about our own emotions and how you typically react to negative situations, whether they involve a co-worker, family member or

stranger. When you're more aware of our emotions and typical reactions, you can start to control them. Below are practical strategies to enhance EI at work:

1 Gain self-awareness

Encourage workers to consider how their feelings affect their actions.

Encourage attentive practices like journaling and meditation.

Give tests of emotional intelligence and personality to help people learn about themselves.

2. Develop Better Self-Control

Teach staff members how to successfully control their emotions and stress by using relaxation and breathing exercises. Promote a work environment that promotes self-control, flexibility, and patience. Create an atmosphere that welcomes and uses constructive criticism for improvement.

3. Encourage compassion

Employees should be taught active listening techniques to improve their understanding of others. Talking about various points of view at team meetings will promote perspective-taking. Establish mentorship programs that give staff members the opportunity to sample various roles and viewpoints.

4. Develop Your Social Skills Better

To enhance cooperation and communication, plan team-building exercises. To assist staff members in handling conflicts in a productive manner, offer conflict resolution training. Encourage candid comments and open communication at work.

5. Encourage a Positive Workplace Environment

Acknowledge and honor emotionally intelligent actions like leadership, empathy, and teamwork. Put stress management courses and other staff well-being initiatives into action. Promote a healthy work-life balance to lessen emotional exhaustion and burnout.

6. Provide leaders and staff with EI workshops and training courses.

Employees can improve their interpersonal skills by participating in coaching or mentorship programs. Encourage staff members to study emotional intelligence-related literature, enroll in classes, or listen to podcasts.

7. Set a Good Example

Leaders should set an example of emotionally intelligent conduct, which includes effective communication, empathy, and self-awareness.

Make your workplace psychologically secure so that workers feel acknowledged and appreciated. To enhance employees' emotional well-being, encourage supervisors to do routine check-ins with staff members.

Review of Literature: Research has started to emphasize on the role of emotions on the workplace and a development from this method has been to conceptually scrutinize the relationship between cognition and emotions. Much of this movement has been attributed to recent studies on the concept of emotional intelligence.

Emotional intelligence involves behaviours related to the experience of emotion: specifically emotional intelligence involves expressing, recognizing, understanding and managing emotions. Emotional intelligence has been found to impact on mental health- specially occupational stress (Ciarrochi, Chan & Bajgar, 2001).

Ciarrochi, Chan and Caput (2000) investigated that emotional intelligence may improve adaption and shield individuals from stress and other mental health issues. They claimed that a tendency to sustain an experimentally produced pleasant mood is associated with an objective measure of emotion intelligence, which has clear implications for preventing stress and other related mental health issues. According to Kakalvand's (2009) research, those who are able to regulate their emotions, comprehend their own and others' feelings, have greater social support, and are happier with their lives may have better mental health. Nelis, Quoidbach, Mikolajczak and Hansenne (2009) "Emotional Intelligence Interventions to Increase Student success" focused on the construct of emotional intelligence (EI) which refers to the individual differences in the perception, processing, regulation, and utilization of emotional information. As these differences have been shown to have a significant impact on important life outcomes. This study examined the possibility of raising EI through a controlled experimental approach. A brief empirically generated EI instruction was given to experimental group members, while control group members carried on with their regular lives. In the training group, the researchers observed a notable improvement in the ability to recognize and control emotions. Measures taken six months later showed that these alterations persisted. There was no discernible change in the control group. These results imply that emotional intelligence (EI) can be enhanced by elements such as self-regulation, self-awareness, social consciousness, and social skills, which are similarly connected with mental health in varying degrees (Faghirpour, 2009; Karimi, 2000; Maccann et al., 2010; Raena, 2010).

Therefore, it may be claimed that emotional intelligence and workers' mental health at work are connected. Employers must therefore address these two factors if they hope to get the most out of their workforce.

Objectives

- To examine the relationship of Emotional Intelligence and Mental Health.
- To determine whether there is a gender the difference, if any, on a) emotional intelligence and b) mental health.
- To examine the determinants of emotional intelligence of employees at work place

Hypotheses:

- There should be positive correlation between Emotional Intelligence and Mental Health of employees;
- There should be gender difference on emotional intelligence of employees;

- There would be gender difference on Mental Health of employees.

Research Methodology

Experimener named randomly 100 preceptors from elderly Secondary academy, Fathebad. The subjects ranged in age from 21 to 55.. In this study, the t- test and correlational approach were employed for analysis. There are 24 particulars total, and each point has a single integrated score. This questionnaire had a validity score of 0.93 and a reliability score of 0.88.To evaluate employees' mental health, Dr. Jagdish's Employee's Mental Health Inventory was used. There are 24 items total, and each item has a single integrated score.This questionnaire's validity was 0.74 and its reliability was 0.89.The current study set out to examine the connection between employees' mental health and emotional intelligence. The right environment was established for the study so that participants could complete the questionnaires without interruption. After establishing a rapport with the subjects, they received the following instructions:These questionnaires contain a few statements. You must select the option that best suits your needs.

Results

The t-test was used to determine gender differences and the Pearson Product Moment Correlation was used to examine the relationship between emotional intelligence and mental health. The following are the results that were obtained:

The relationship between mental health and emotional intelligence was shown in Table 1. The findings indicated that mental health and emotional intelligence are positively correlated ($r=0.27$, $p<.01$).

The mean and standard deviation of mental health and emotional intelligence for both sexes are displayed in Table 2. Males' emotional intelligence mean and standard deviation are 137.22 and 10.90 and 132.92 & 12.45 for females. Thus, it demonstrates that men have a high mean score.

In order to analyze the association of emotional intelligence and mental health pearson product moment correlation and t-test was applied to find out the gender differences. The obtained results are given as follows:

Table 1 depicted the correlation matrix of emotional intelligence and mental health. Results showed that there is a positive correlation ($r= 0.27$, $p<.01$) between emotional intelligence and mental health.

Table 2 shows the mean and SD of emotional intelligence and mental health for both males and females. Mean & SD score of emotional intelligence for males is 139.22 & 10.87 and for females is 134.94 & 14.47. So it shows that males have high mean score than females on emotional intelligence. Then t-test was calculated, score is 1.67 and it was found that the difference between males and females on emotional intelligence is significant at .05 level.

Table 3 showed the mean & SD scores on mental health for males are 20.06 & 2.9 and for females is 20.4 & 2.53, which is approximately similar. It depicted that there is not much differences between the mental health of males and females and t-test value is 0.62 which is not significant at any level.

Table 1 : Pearson's Correlation coefficient of emotional intelligence with mental health

	EI	MH
EI	1	
MH	0.27**	1

**p<0.01, *p<0.05, EI= emotional intelligence, MH= mental health

Table 2: Mean, SD and t-value on emotional intelligence

	Mean	SD	t-value
Males	137.22	10.83	1.67*
Females	132.94	14.42	

p<.05*, p<.01**

Table 3: Mean, SD and t-value on mental health

	Mean	SD	t-value
Males	20.06	2.7	0.62
Females	20.4	2.55	

p<.05*, p<.01**

Discussion: The first hypothesis was proved significant with the results(0.27, p<0.01).

Research revealed that high scores on trait of emotional in that there would be positive correlation between emotional intelligence (EI) and mental health (MH) and results came significant (0.27, p<0.01).

Emotional intelligence (EI) and mental health (MH) were found to positively correlate with high emotional trait scores, and the results were significant (0.27, p<0.01). According to research, people who score well on emotional intelligence traits are able to govern and regulate their behavior in ways that can improve their mental health, well-being, quality of life, and retention time (Siddiqui & Hassan, 2013). Salovey et al. (1995) investigated the relationship between university students' mental, social, and physical health and emotional intelligence (EI), anxiety, and depression. It has been observed that low levels of role emotionality, social functioning, and mental health, as well as high levels of anxiety and depression, are strongly and negatively correlated with emotional intelligence.

Emotional intelligence (EI) and mental health (MH) were found to positively correlate with high emotional trait scores, and the results were significant (0.27, p<0.01).

Gender and Mental Health: Although gender differences on MH were predicted, they were not significant at any level (t=0.62). It showed that the mental health of men and women is equal. There are numerous research that support the findings. While there are notable variations in the patterns and symptoms of mental diseases, there are no sex-based differences in the overall prevalence of mental disorders or mental health.

Furthermore, a number of studies have demonstrated that depression can strike both men and women after the birth of a child, and that there is a strong correlation between the symptoms of depression in the parents (Ballard, 1994; Areias, 1996; Barnett & Morgan, 1996; Leathers, Kelley & Richman, 1997; Soliday, McCluskey-Fawcett & O'Brien, 1999; Condon, 1993; Beil, 1992; Handley, 1996).

Conclusion

In conclusion, it can be claimed that mental health and emotional intelligence are significantly correlated. Mental health and emotional intelligence have an impact on one another. In other words, emotional intelligence influences and fosters employees' mental health, and vice versa. As a person learns to comprehend, communicate, control, and observe his or her connections, emotional intelligence is boosted by mental health. Therefore, it may be claimed that mental health and emotional intelligence are reciprocal in nature, with one influencing the other.

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Cite this Article:

Dr. Seema Rani. “Teachers as Mentors: Guiding Students toward Lifelong Values and Character Development” *Shiksha Samvad International Open Access Peer-Reviewed & Refereed Journal of Multidisciplinary Research*, ISSN: 2584-0983 (Online), Volume 03, Issue 01, pp.28-37, September 2025. Journal URL: <https://shikshasamvad.com/>



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**“Relationship of Emotional Intelligence with
Mental Health among Employees at Workplace”**

Published in ‘Shiksha Samvad’ Peer-Reviewed and Refereed Research Journal and E-ISSN: 2584-0983(Online), Volume-03, Issue-01, Month September 2025, Impact-Factor, RPRI-3.87.

Dr. Neeraj Yadav
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