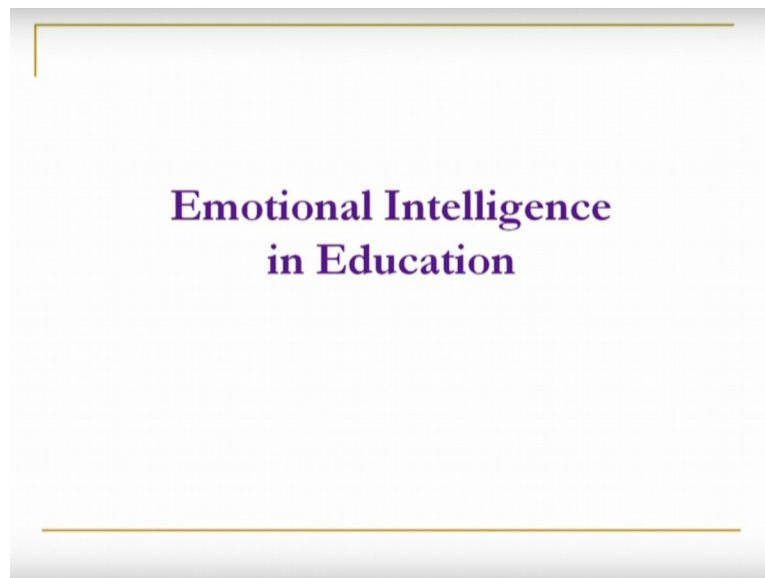


Emotional Intelligence
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Module No # 5
Lecture No # 21
Emotional Intelligence in Education

Well, Good Morning welcome back to our ongoing session on emotional intelligence. Today we will be discussing on every important topic known as emotional intelligence in educations. We have been educated in various topics in our school days, in our college, universities, etc., but we hardly find any curriculum, any topic on emotional intelligence during last couple of decades.

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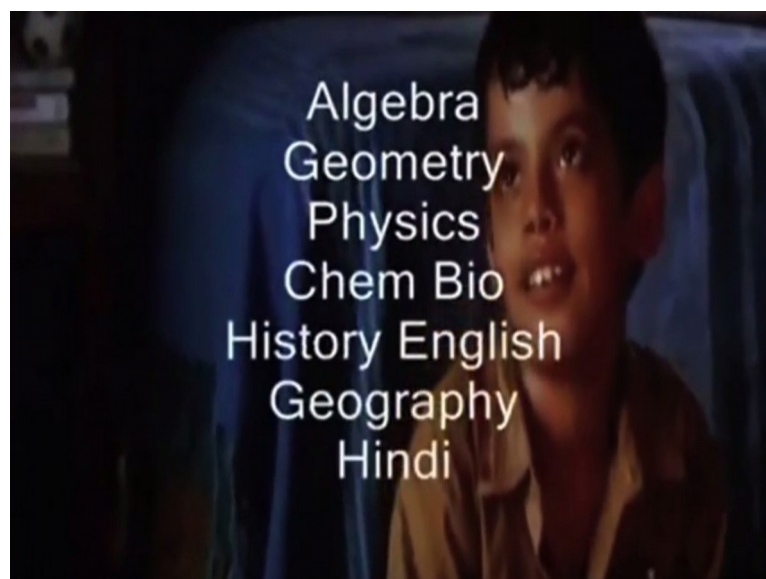
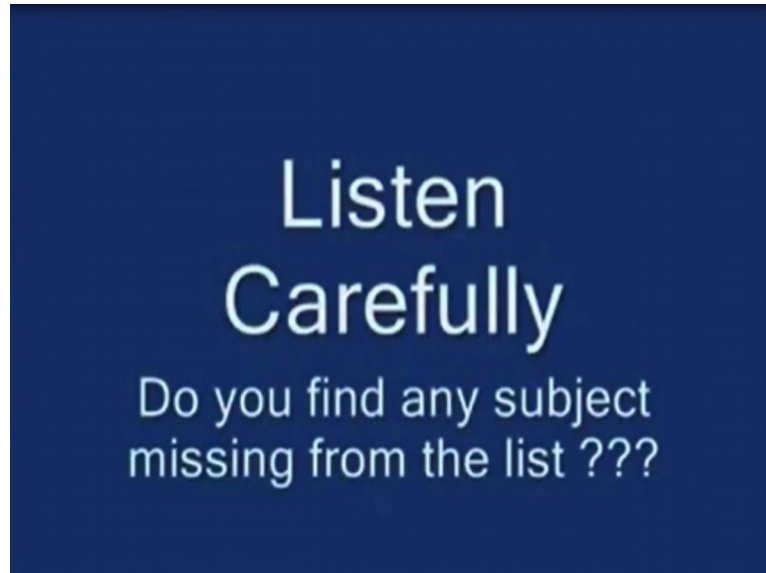
But, however with the invent and discovery of this concept now does emotional intelligence has been seen all around starting from school education to higher educations as well as in Universities and management educations. In recent times we have not seen that in India the EI has come up in big way, not only in technical educations such as like NIITs and IITs, it has become a part and parcel of all management programs not only in India but also across the Globe.

So, that shows the importance of emotional intelligence in education systems. What is the importance of it? We are going to examine one by one. Before going to details let us have look at a small video clips through YouTube that I have taken. This is a clip taken from a very

popular Bollywood movie that was very important to know and that has reflected the reasons of emotional intelligence in educations.

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But Where is EQ ??

We have never studied it
as a subject so we never
learnt how to use our
own emotions efficiently
and effectively !!

Let us have a look Importance of emotional intelligence in education systems particularly when you look into India, we never come across emotional intelligence as a part of our curriculum. Now it is high time; this picture has completely highlighted, how emotional would people can be suppressed to the maximum level and how Emotional assertiveness can lead people forward for the growth and development.

We need to nurture Emotional assertiveness; we need to understand the emotions of people, we need to judge their body language, what exactly they are trying to show. So, it is not that somebody is master blaster in Geography or Algebra is going to be a noble (()) (03.31) in future, not necessarily. But, in order to be a successful and effective person one needs to master all those qualities that are required for the survival of the society as well as the individual effectively.

So in a nutshell to highlight that we never studied emotional intelligence as part of a subject or as part of our curriculum in your lifetime so, now this the right time to make use of it. Now coming back to emotional intelligence in education, now the question arises when you talk about emotional Intelligence.

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Questions to be answered

- What is the need of Emotional intelligence in Education?
- Can EI be taught?
- Can EI be assessed?
- What are the tools that can be used for students' EQ profiling?
- Can EI be part of Students Curriculum ?
- Does EI improve Students' success?
- Designing a students development programme for EI development !!!

These are some of the questions I need to ask you and all of you who are the leaders of this course.

What is the need of emotional intelligence in education? Is it that only student requires Emotional Intelligence to be developed or the teacher also equally needs to be developed on these dimensions? That is a debate that is a big question all of us needs to answer as an academicians, as learners, as students of Emotional Intelligence. Then the next question is that, can EI be taught? Can Emotional Intelligence delivered in the class room as a subject? If yes how? Why not? So we need to answer this question also.

Then the third question is can EI be assessed? We have been discussing you know I would rather say as a psychologist, psychology is the most complex subject on the earth. It is so obstruct in nature; very difficult to quantify. When IIT's psychology or positive psychology in my class I used to ask my hardcore technically engineers, prospective engineers who have been admitted to their engineering program at IIT, Kharagpur, I often ask them can we quantify happiness, can you quantify attitude, can you quantify vision, can you quantify values, virtues, characters, strengths?

Surprisingly I used to get a very gloomy answer, people often said no sir, these are very subjective in nature they cannot be quantified. Just like whenever I say are you intelligent? The person who gets into the Indian IIT education systems is considered to be the most intelligent person in India, but when I ask those engineers, how many of you think that you are intelligent, but I do not get answers continuously.

So it means that there is something that just clearing JEE entrance and getting into IIT or IIMs is not necessarily the sign of your intelligence. Earlier times we were attributing to IQ process as the marker of once intelligence. But with the passage of time development of theories, models and test instruments the concept of practice of IQ is getting off gradually because of only thing because IQ is such a concept mostly it is developed on prospective of listening or logical abilities. But what is beyond logic and reasoning?

Is our all intellectual profile is restricted only into the reasoning ability? The answer is probably not; our intelligence or cognitive ability is much bigger than our IQ factor. So, therefore nowadays people are talking about intelligence in terms of cognitive abilities which is much broader than our listening and logical abilities.

So, in the same way can there be emotional intelligence, if yes, what are the domains, and if there are domains and there is an instrument of EQ likes IQ then why emotional intelligence cannot be measured in education system? So, now coming back to the next questions, what are the tools that can be used for students EQ profiling?

As you have already discussed about the psychometric status of emotional intelligence in your previous classes, well you find there are nowadays large number of emotional intelligence tests are available in the global market both in India and abroad. Anybody can choose as for their expertise, a particular test for the assessment of emotional intelligence and its interventions.

The next question is what are the tools that can be used for students EQ profiling? Can EI be part of student curriculum? Now the question is can EI be part of student curriculum? Yes, definitely why not. We need to understand the concept of EI if not in conceptual theoretical model because theories are so complex to teach our students, at least in form of exercise, in form of activity, in terms of games, sports everywhere you can assess one's emotional intelligence. There are enormous ways to assess and profile one's emotional intelligence domains. Can EI be part of student curriculum? Yes.

Does EI improve student success? Numerous studies are believable in scientific literature and journals, that yes, Emotional Intelligence likely to enhance a student's overall academic

achievements. Then now the next question is designing a student's development programme for EI development. If there could be possibilities that EI could be designed and developed for the improvement of the whole education system where both the learner learn and teachers or teaching assistant can be benefited out of it.

The why not I think if teaching one person is you know educating a large number. So this is how the education spread all over the society. So that could be the most important benefit of mankind if you edited people on emotional intelligence. Why I am saying because now a days the growing nature of aggressive behavior, retaliation, conflicts, fighting which is grossly disturbing not only national peace but also international peace all across the globe.

Stating from example starting from Middle East to India, Pakistan, Russia, America, Palestine, Israel, China, and Japan so everywhere we are moving towards a war zone which is disturbing the international peace, prosperity and growth probably EQ could be a global tool educating students, educating society, educating mankind to realize the side effects of our emotions and egos which are giving birth to so much international conflicts in our society.

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Emotional Intelligence
Defined MHS 2005

"an array of non-cognitive capabilities, competencies and skills that influence one's ability to succeed in coping with environmental demands and pressures"
— Reuven BarOn

"the ability to perceive emotions, to access and generate emotions so as to assist thought, to understand emotions and emotional meanings, and to reflectively regulate emotions in ways that promote emotional and intellectual growth"
— Salovey & Mayer

"the capacity for recognizing our own feelings and those of others, for motivating ourselves, and for managing emotions well in ourselves and in our relationships"
— Daniel Goleman

So, now let us move forward to examine all though we have examined, just to recapitulate the concept of emotional intelligence, you know, the MHS Multi Health Systems Two thousand Fifteen they define, emotional intelligence is nothing but an array of non-cognitive abilities or capabilities, competencies and skills that influence one's ability to succeed in coping with environmental demands and pressures.

This definition comes out of the research conducted by Reuven Bar On who is known to be the first psychologist, international psychologist to come up with a global instrument on balance EQI and that has now highlighted the importance of EQ in education system and I would strongly suggest this test for its use in educational activities for the development of emotional intelligence of students, teachers and even in health sectors we can very well apply to enhance the emotional intelligence level nurses, doctors, etc., and the care givers in general.

The second definition as you all know, it is the ability to perceive, to access, generate emotions so as to assist thoughts, to understand emotions, emotional meanings, and to reflectively regulate emotions in ways that promote emotional and intellectual growth. The third definition given by Daniel Goleman was that its capacity for recognizing our own feelings and those of others, for motivating ourselves and for managing emotions well in ourselves and in our relationships.

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Why Emotional Intelligence?

“There is a growing body of research findings that scientifically demonstrates that emotional intelligence predicts how well we perform at home, school and in the workplace.”

Reuven Bar-On, Ph.D.
December 16, 2004

Now the question is why emotional intelligence, why it needs to be incorporated in curriculums. We have seen that from Goldmen’s book that why EQ matters more than you are IQ, you know IQ is an essential component of one’s employability. If you are you high on your IQ it may get you into job but in order to thrive on stressful jobs and into order to reach at the ladder of success there is something more than IQ required what you call the non-cognitive abilities or EQ skills and competencies.

So that is why we need emotional intelligence because emotional intelligence facilitates our EQ skills and competencies that are required for our survival and success both in education, our work, at home. So there is a growing body of research findings that scientifically demonstrates that emotional intelligence predicts how well we perform at home, school and in the workplace. So this is what Reuven Bar-on talks about.

But we as a psychologist even I have come across I have imparted more than thousands of people both in different sectors of such as different industry, academia and in schools starting from Kendra Vidyalaya, central schools to different state level colleges and then educational training centers. Last fifteen years has been a wonderful journey in the field of emotional intelligence for me and which have given me a tremendous support to come up with two volumes on emotional intelligence.

My first volume was on emotional intelligence perspective in organizations and the second one is emotional intelligence optimizing human performance in organizations. The second book was published by Lap Lambert, a Germany and first one was published by academic excellence that is in New Delhi. So anyone of you interested you can very well refer this two books. One deals with the best concepts, theories, models and assessments and the second book focuses on the applied science on emotional intelligence.

So when I look at the concept of emotional intelligence it gives me tremendous energy to expand the horizon of these subjects. It is endless to think about the application of emotional intelligence in human life starting from personal as well as professionals. So that is why every month you will find a hundreds of articles coming out of EI research.

I will just for your knowledge just show you a slide that will give you an impression that my growing interest of research in EI that shows that how we have published various research papers in the field of emotional intelligence research at least in India.

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These are some of my research collapse currently working in the fields of emotional intelligence as well as its related domains say for example such as, emotion we begin with concept as emotion at work place, insights and challenges.

This article was published in Indian journal of training and development where we have discussed how emotion control human behavior at work place if it is not properly said during your educations you are likely to suffer from setback of this side defects of job stress, anxiety, irritation, retaliation, etc., There are also other papers that also show's like say for example, curiosity and the meaning of life leading towards personal growth, the role of emotional intelligence.

This is published in the journal of Indian Academic of Applied Psychology. We have published with another two of my colleagues, Prof. Mohanty and Mr. Jena who is currently my research scholar. So this has shown the importance of emotional intelligence in the development of one's personal growth and development. So likewise, there are many other papers that we have published in the recent times highlighting the importance of emotional intelligence.

Say for examples, this is one of them like emotional intelligence and pro-social behaviors the multi-dimensional trait analysis of technical students. This was published in the journal of strategic human resources management in India. In fact this article was developed out of their project work conducted by my post graduate students during their education. They were

doing it as, they were doing a course on emotional intelligence and this was part of their projects which has led them to publish a scientific papers.

So there is a growing interest of emotional intelligence and its applicability. So may be in the last ten years I am able to come up with not less than twenty papers in scientific journals, many of them are also published in international journals. So that shows the growing interest of emotional intelligence and growing need of emotional intelligence in our education systems and more and more research will ensure, will valid at empirically the status of emotional intelligence, the importance of emotional intelligence in the overall development of every human beings. That will predict their performance successfully at home, school and work place

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Why Focus on Emotional Intelligence in Higher Education?

"It is clear that academic success goes hand in hand with emotional and physical well-being. College is a fresh start for many students, but dysfunctional coping styles can cripple their efforts. Even students who "get by" or succeed academically can be at risk if unhealthy behavioral patterns follow them after college. Promoting emotional health in students is an investment in the future. It should be part of the mission of all colleges and universities."

**Dr. Richard Kadison, Chief of Mental Health,
Harvard University**

Then the question is, why focus on emotional intelligence in higher education? When you talk about diversifying higher education in social science, management, basic science, applied science, engineering, technology, then what exactly why people are talking about focus on emotional intelligence in higher educations. Let us have a look.

This is a statement given by Dr. Richard Kadison, Chief of Mental Health, Harvard University. It is clear that academic success goes hand in hand with emotional and physical well-being. College is a fresh start for many students, but dis-functional coping styles can cripple their efforts. Even students who get by or succeed academically can be at risk if unhealthy behavioral patterns follow them after college. Promoting emotional health in

students is an investment in the future. It should be part of the mission of all colleges and universities.

Since we say that students are the future citizens of any country and in order to nurture a good citizen behavior in our students we need to look into the emotional functioning of our students which will take care of many positive characteristics to be developed within them. So, that is why emotional intelligence is very much important to be nurtured in our education systems.

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Emotional Intelligence in Higher Education

Address issues that connect with student success

- Experiencing Stress
- Feeling overwhelmed
- Not getting along with others
- Giving up
- Engaging in destructive behaviors

Address General Education Outcomes

- Writing
- Presenting
- Problem Solving
- Ethical Behavior
- Working in Teams
- Having Global Perspectives
- Lifelong Learning
- Appreciation for Diversity and Diverse Perspectives

Emotional intelligence in higher education what are the issues that we need to address or connect with student success? How EI experiencing stress? One of the important benefits of imparting emotional intelligence in higher education could be stress management. Nowadays tremendous stress being experienced due to academic over load, inability to spend time outside with friends, colleagues, unable to focus on sports and leisure.

So this often happens with the students due to lack of time management skills so, which creates a tremendous pressure in the mind of students as a result he is unable to attend the classes properly, he is unable to interact with friends and colleagues politely, frequently or friendly. So as a result he tries isolating himself from the main stream of the student community. So what happens is he starts experiencing isolation, deprivation and putting himself into a state of depression.

And we have seen a person suffering from chronic depression may lead to develop a tendency for suicide ideation or committing suicide. In order to prevent from such fatal incidents or accidents, we need to take precautions we need to understand the emotional state of every student of the higher education community. As a result we can save life, we can nurture life, we can develop life and we can build a better society. That is the main focus of nurturing emotional intelligence in education systems.

The second character is feeling over whelmed in education systems the second characteristic is feeling over whelmed. See most of the young adult who are coming for college or higher educations for the first time they are staying away from their family, just imagine the kind of stress they would be experiencing; they never stayed away from their parents, from their cousins, from their own family members.

Suddenly when they enter into higher educations they are away from their family, loved ones, they are deprived the love, affection of their parents. And that could be tremendous stressful overwhelmingly. Any many times you know, when a happy moments comes in they do also do not know how to portray full stop and where should draw the line of limit of enjoyment. And sometimes they fell in trap of wrong habits, as a result they develop many unwanted behavior that are socially disapproved and constitutionally denied.

So in order to nurture a positive citizenship within a person it is important to make them realize what is enjoyable, where they should put full stop to their over whelming satisfaction of feelings. Not getting along with others; we have seen a large number of students in our campus also completely cut off from their friends circle, completely cut off from the main stream of student community and that sends a message that it is high time to take care of their mental status.

So, as a result not getting along with other means a sign of deprivation they are not getting along with others, they lack emotional skills, they lack interactive skills, they lack interpersonal skills. So, interpersonal skills is such a skills where the person needs to be very friendly, interactive, outgoing, exchange his ideas and views freely, as a result he is able to create a state of good friendship and that makes his life lively.

Then giving up many times what happens out of frustration failures many students, they give up things, they give up their goals of life, they feel very frustrated. If the curriculum, study curriculum is too heavy they start bunking classes. There is a high rate of absenteeism so, in order to deprive in order to stop all these things to happen again and again for them we need to make them emotionally stable, emotionally assertive, emotional understanding the true cause and concerns of the facts so that they can come up correctly.

Next is engaging in destructive behavior; many people say for example we are talking in higher education concept most of the students, some of them out of curiosity, out of sense of experiment they experiment with some such new and noble behavior those are very devastating for themselves, very destructive for themselves. We have also seen that a very small kids those who enter into higher educations, they start smoking and drinking which they never did in their life time till they reach eighteen or nineteen year of their life.

Suddenly what a wrong transformation takes place within them, so that is why we often say that we need to take care of the adolescent behavior very carefully right. So engaging in, we can deprive them from many destructive behaviors by the help of emotional intelligence. Thank you very much when you come back we will carry forward our discussion what could be the other benefits when you address the issue of emotional intelligence in education.