



A STUDY OF SCULPTORS' EMOTIONAL INTELLIGENCE AND WORK STRESS WITH SPECIAL REFERENCE TO THE KANYAKUMARI DISTRICT

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ABSTRACT

Emotional intelligence (EI) is the capacity to recognize, evaluate, and control one's own and other people's feelings and those of a group. Since EI has been shown to be useful in assessing and interpreting individuals' behavior, learning capacity, management styles, attitudes, interpersonal communication skills, and human potential, its importance to organizations and businesses is growing. This research was conducted with the goals of reducing workplace stress, which has been shown to affect performance, and developing emotionally intelligent workers. Sculptors in the Kanyakumari area will be surveyed for this study. Poor work conditions, such as a lack of control, poor social relations, a lack of social support, a lack of rewards, and a lack of reutilization, were found to be major contributors to sculptors' work stress. The findings of the current research have implications for formulating policies that will help reduce sculptors' workplace stress and boost their emotional intelligence.

Key Words: Sculptors; Emotional Intelligence; Work Stress; Correlation

INTRODUCTION

The employees worldwide may be experiencing an emotional roller coaster due to the state of the economy. Fear, uncertainty, and stress have all increased as layoffs and budget cuts have become commonplace in the workplace. There is a greater need to acquire skills for dealing with the stresses of the job and the workplace during economic downturns. One's capacity to deal with stress on the job can determine whether or not they thrive in their position. Stress has a negative effect on the quality of interactions with others, and negative emotions are contagious. Workplace stress can be mitigated in a number of ways, including by taking personal responsibility to enhance one's physical and emotional health, avoiding pitfalls by becoming aware of habitual negative thought patterns and behaviors, and developing more effective methods of communicating with superiors and coworkers. In the last several decades, the study of the effects of an individual's behavior and adaptation to his or her environment has benefited greatly from the introduction of the notion of emotional intelligence. The current research looked at how sculptors' EQ relates to their experience of stress on the job. As a result, the study's author set out to quantify the sculptors' emotional intelligence and their level of job satisfaction under pressure, with a focus on the Kanyakumari area.

STATEMENT OF THE PROBLEM

Human beings are very complex psychologically. Human beings have minds that are able to reason, remember, learn and form concepts or ideas. Every sector constitutes human beings as the



key element in its functioning possessing intelligence, behaviour, and attitude. Emotional intelligence plays a vital role in changing the total output of the sector. Hence it is very essential that every sector should have personnel with better emotional intelligence. The sculptors who carve or model in stone, clay, wood etc., have to face a lot of difficult situation in their workplace. Sculpture work is one of the major works in Kanyakumari district. In the district, there are sculptures in Kalkurichy and Suchindram regions. Work stress among the sculptors result from poor work conditions particularly lack of control, poor social relations, lack of social support, lack of rewards and reutilization. This research work signifies in bringing out relationship between the emotional intelligence and work stress prevailing among sculptors.

RESEARCH HYPOTHESIS

- Higher the emotional intelligence and lower the work stress
- There is no association between the experience of respondents and their managing skills.

REVIEW OF LITERATURE

This section aims to summarize previous research and identify key topics that are relevant to the current investigation. Based on their research, R. Krishnamurthy and S. Ganesan (2008) concluded that "Reception of Emotional Intelligence training by Management" Students illustrate how a specialized training and development module on emotional intelligence may be used by business schools to improve the Emotional Intelligence of its graduates. Emotional mentorship, which Weisinger (1998) includes in his scale, was helpful in delineating the scale's numerous components. Effective experiential learning modules can be used to boost EI. Based on the hypotheses that "Emotional Intelligence is negatively correlated with perceived stress" and "Significant gender differences exist in terms of EI and perceived stress," Yogamaya Panda in her article "Emotional Intelligence and Perceived Stress" studied the correlation between EI and PS among 31 male and 21 female management students at a business school.

According to the research of Christo F.V. Fernandes, Satish Kumar, and Nandakumar Mekoth in 'Length of Service and Role Stress' (2008), there is a statistically significant difference in role stress between the short-, medium-, and long-tenure groups among 486 executives at public and private sector banks in Goa. In their article "Job Satisfaction and Psychological Well-being" (2008)5, Neerpal Rathi and Renu Rastogi investigate the interplay between these three concepts, as well as the role that individual factors play. Using the 'job satisfaction scale' developed by Warr, Cook, and Wall and the 'General Health Questionnaire-12' developed by Goldberg and Williams, 144 employees were randomly selected from a variety of companies and their levels of job satisfaction and psychological health were assessed.

The article "Correlates of Employees' attitude towards participation in Decision Making" by Hana Ornoy from 2010 investigates the connection between employee attributes and a desire to take part in organizational decision making. A total of 96 people working for an Israeli public health institution participated in the study. According to Salovey and Mayer (1990), emotional intelligence is "the ability to monitor one's own and others' feelings and emotions, to discriminate among them, and to use this information to guide one's thinking and actions." The phrase "social intelligence,"



coined by E.L. Thorndike, refers to one's capacity for perceiving and effectively interacting with others.

Workplace stress has only recently become an issue in the modern world. The workplace has changed dramatically over the past century, and it continues to evolve at a dizzying rate today. Tensions in the lives of unionized workers. This has repercussions for the well-being of businesses. Workplace conditions that are harmful to an employee's health and well-being over time might be considered a chronic ailment known as "job stress." Insomnia, difficulty focusing, anxiety, stress, absenteeism, depression, substance misuse, intense anger and frustration, family conflict, physical ailment like heart disease, migraines, headaches, stomach problems, and back problems are all symptoms that can be caused by stress at work.

John E. Sarno (2006) argues that the proliferation of electronic tools like computers, mobile phones, fax machines, the internet, etc. has led to increased demands on workers to maintain peak levels of productivity, speed, and efficiency at all times. Workers dealing with domestic or emotional stress bring their difficulties to the office. A person's ability to do their job well suffers when they are depressed because of their scattered attention or lack of enthusiasm. Along with the normal stresses of the office, women may also face verbal and physical harassment. Women's concerns about sexual harassment at work have been justified. Hostile work environment harassment, which is defined legally as insulting or intimidating behavior in the workplace, has been a source of significant stress for women for a long time.

The studies have shown that attracting and activating an organization is directly related to one's level of emotional intelligence. However, having a lack of emotional intelligence will cause you stress in your personal and professional life. The researcher in his project, titled "A Study of the Relationship Between Emotional Intelligence and Work Stress Among Sculptors with Particular Reference to the Sculptors in the Kanyakumari District," sets out to establish that sculptors who score higher on the emotional intelligence scale tend to experience less stress on the job.

METHODOLOGY

The present inquiry utilized a descriptive research strategy. The researcher has used this format in an effort to characterize the sculptors' claimed levels of emotional intelligence and workplace stress. Using a random sampling technique, we selected 150 sculptors from the entire population. A well-organized Interview Schedule consisting of 58 questions was used to gather primary data. This schedule uses a standardized scale for measuring emotional intelligence and job-related stress created by Kerry D.Carson, Laura Carson, and Betty J.Berkenmier of the University of Louisiana and published in the Journal of Behavioural and Applied Management. The range of possible responses is from "strongly agree" (a score of 5) to "strongly disagree" (a score of 0). Statistical tests, including frequency, percentage, chi-square, and correlation, were applied to the collected data in SPSS to determine the study's findings. Simple tables, graphs, and charts were used to display the findings.

DATA ANALYSIS AND INTERPRETATION

The results of the investigation and their interpretation have been presented by the researcher. Emotional intelligence (Managing skills, interpersonal relationships, social skills, team player,

accomplishing the skills) and work stress (organizational trust, risky & complicated, sufficient time for personal life, tense environment, solving administrative problems, quantum of work) are presented as two separate dimensions. The results of statistical tests like the chi-square, the T-test, and the correlation are presented in a cross-tabulation.

Good Managerial Skills

Table 1: Primary Data of the Respondents

Managing skills	No. of Respondents	Percentage
Neutral	2	2%
Agree	122	80%
Strongly Agree	26	18%
Total	150	100

The respondents' managerial abilities are listed in Table 1. Among those who responded, eighty percent agreed that they are good managers; eighteen percent firmly agreed that they are efficient managers, and two percent were unsure. Inference: This suggests that certain sculptors, despite their limited formal education, possess valuable administrative qualities.

Interpersonal Relationship of the Respondents

Eighty percent of those polled claim to be social butterflies is shown in figure 1. Only 14% of people polled strongly agreed with this statement, while the remaining 6% were evenly split between those who disagreed (6%), didn't have an opinion (6%), and were unsure (6%). This suggests that the sculptors are also adept at establishing rapport with others.

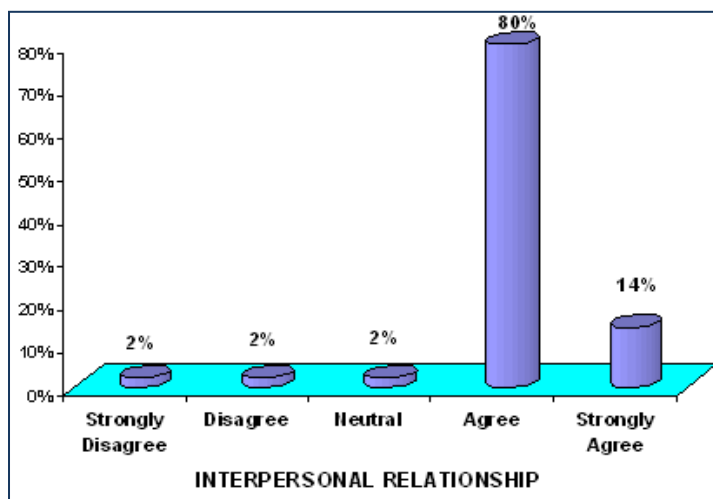


Figure 1: Interpersonal Relationship of the Respondents

Relationship with Others in the Workplace

About 94 % of people polled strongly agree that they have good relationships with others at work is shown in figure 2, while the remaining 6% are evenly split between neutral and agree. It can be deduced that the employees have a healthy and productive working connection with one another. As a result, we will be much closer to our target.

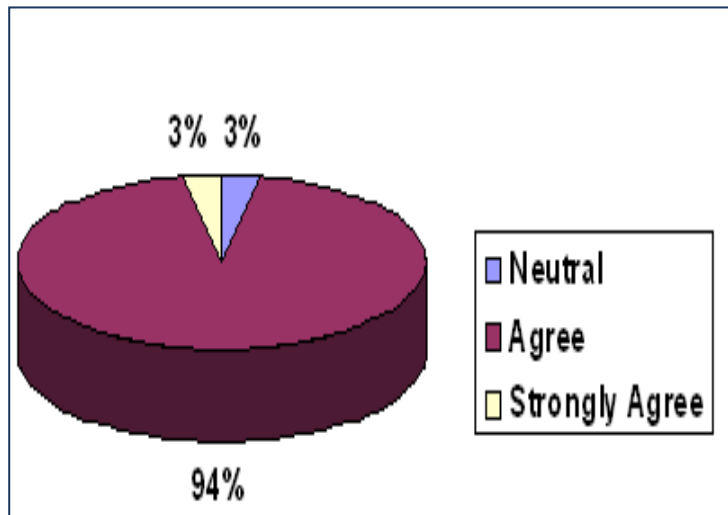


Figure 2: Relationship with Others in the Workplace

Co-Operation in Administrative and Industrial Problems

Table 2: Cooperation from the Respondents

Colleagues Co-operation	No. of Respondents	Percentage
Strongly Disagree	26	18%
Disagree	30	20%
Neutral	3	2%
Agree	88	58%
Strongly Agree	3	2%
Total	150	100

The Table 2 ranks the responders according to how well they worked together to solve administrative and industrial issues. It can be seen that 58 percent of respondents are in agreement with this idea, while 20 percent are not. The remaining 4% are split evenly between "neutral" and "strongly agree," while 18% strongly disagree with the concept. The implication is that cooperation is ensured in terms of work at all levels.

Working in Tensed Environment

78% of respondents claimed that they do not work in a tense workplace, while 10% regarded it as Neutral, and 12% are evenly distributed between the responses strongly disagree and agree is shown in Figure 3. Inference: This demonstrates that the sculptors were not subjected to a stressful setting.

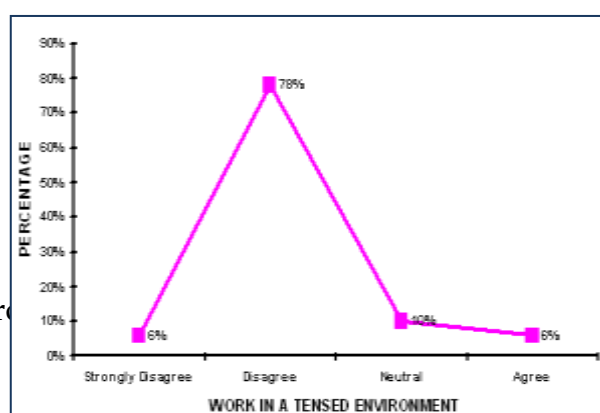


Figure 3: Working in Tensed Environment

Correlation between Age, Sex, Qualification and Work Stress

Table 3: Correlation between Age, Sex, Qualification and Work Stress

Dimensions	Age	Sex	Qualification	Emotional Intelligence	Work stress
Age	1	-.6107	-.3888**	.0747	.0947
Sex	-.6107**	1	.3187*	.0949	-.0906
Qualification	-.3888**	.3187	1	.1311	-.1504
Emotional Intelligence	.0747	.0747	.1311	1	.1504
Work Stress	.0947	-.0906	-.1504*	.1504	1

* Correlation is significant at 0.05 level (2 tailed)

** Correlation is significant at 0.01 level (2 tailed)

Table 3 shows Karl Pearson's correlation analysis of the respondents' age, gender, qualification, emotional intelligence, and work stress. It can be shown that respondents' age is negatively associated to their gender and qualification. However, no link exists between emotional intelligence and job stress. There is a link between the respondents' qualifications and the work stress they experienced. The level of work stress decreases as one's education level rises. This could be due to the clarity of their job role, as their qualification is higher.

Mean and Standard Deviation of Emotional Intelligence and Work Stress

Table 4: Mean and Standard Deviation of Emotional Intelligence and Work Stress

Attribute	Mean	SD	df	't' value	Significance
Emotional Intelligence	100.12	5.487	49	47.95	0.297
Work stress	56.54	4.272			P < 0.05

According to the Table 4, the mean score of emotional intelligence is higher than the mean score of work stress. Table 4 illustrates that when emotional intelligence increases, so does work stress. Because the result in Table is less than 0.05, the null hypothesis is rejected and the research hypothesis is accepted. This supports the research idea that increased emotional intelligence reduces occupational stress.

FINDINGS

1. The majority of respondents, 80%, agreed that they have good managerial skills. 18% of respondents strongly agreed with this statement, while the remaining 2% are ambivalent.



Despite their low educational level, this shows that among the sculptors are people with good administrative skills.

2. The majority of responders, 80%, are adept at maintaining interpersonal relationships. 14% of respondents strongly agreed with this viewpoint, while the remaining 2% strongly opposed, disagreed, and expressed neutrality. It demonstrates that the sculptors retain personal relationships.
3. The majority, 94%, of respondents enjoy positive relationships with their coworkers. 3% of respondents said they were neutral or strongly agreed. It is understood that the workers have a positive and crucial interaction. This will undoubtedly aid in the achievement of the aim.
4. The majority, 78% of respondents, and 6% of respondents, respectively, disagreed and strongly disagreed that they work in a hostile setting. 10% refused to comment, while 6% agreed. This demonstrates that the appropriate precautions have been taken to offer a stress-free atmosphere for the workers.
5. The correlation analysis of Karl Pearson is seen between the respondents' age, gender, qualification, emotional intelligence, and work stress. It can be shown that respondents' age is negatively associated to their gender and qualification. However, no link exists between emotional intelligence and job stress.
6. It is deduced that the mean score of emotional intelligence is higher than that of work stress. This demonstrates that when emotional intelligence increases, so does work stress.

SUGGESTIONS

In light of the findings, the researcher makes the following recommendations to future researchers as well as sculptors in the Kanyakumari district. The study's main finding was that few respondents possessed managerial skills. It is crucial for sculptors to have managerial abilities in order to manage key conditions such as job stress. Managerial abilities are positively necessary to live a better existence. Managerial skills such as time management and stress management are critical for an individual's development. It is advised that the sculptors be exposed to managerial skills training by a team of professionals. It has been discovered that there is a favorable relationship between Emotional Intelligence and work stress. As a result, the authorities should try to identify sculptors who are experiencing light work stress as a result of low emotional intelligence, and they should be given special training to develop their Emotional Intelligence through programs such as Building Self Awareness, Work Stress Coping Training, Sensitivity Training, and Communication Skills. Sculptors are plagued by a lack of goal-achieving skills. Sculptors can be constantly orientated and exercised with job stress reduction mechanisms such as exposure excursions, paid leave, and family pleasure trips. The formation of a leisure club among sculptors will aid in decreasing work stress and enhancing the process of team building for this goal. Soft skills, personality development, yoga, leadership, and group dynamics must be promoted among sculptors in order to improve emotional intelligence.

CONCLUSION

The present research investigation aimed to comprehend the emotional intelligence and work stress prevalent among Kanayakumari district sculptors. The ability to control and use emotions in a positive and constructive manner is referred to as emotional intelligence. It is about



communicating with others in ways that draw people together to resolve differences, mend hurt feelings, and reduce tension and stress. The current study has brought to light a number of issues with emotional intelligence and workplace stress. Steps to improve sculptors' emotional intelligence are urgently needed, and assisting them in coping with work stress can have a positive impact on the industry. It sought to assist authorities in making policy decisions and developing appropriate strategies and programs to improve the socioeconomic conditions of sculptors. According to the study, more emotional intelligence equals lesser work stress. The presence of a greater level of emotional intelligence aids in the completion of tasks in order to achieve greatness. Similarly, the burden of job stress is lowered as a result of workers' perceived role clarity via emotional intelligence. If correctly implemented, the policy implications provided may result in increased emotional intelligence and less work stress.

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