

"A Study On The Impact Of Emotional Intelligence On Quality Of Work Life"

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ABSTRACT

This study explores the impact of emotional intelligence (EI) on the quality of work life (QWL) and Work- Life Balance (WLB) among the wives of army personnel. Primary data were collected through a structured questionnaire from 150 respondents in Mhow Cantonment, complemented by secondary data from various sources. Findings reveal that high EI significantly enhances QWL by effectively utilizing support systems, managing financial stress, and capitalizing on growth opportunities. The study suggests that interventions aimed at enhancing EI could improve the overall well-being of army families. Limitations include the sample size and demographic constraints, indicating the need for future research with larger, diverse samples and longitudinal studies.

Keywords: *Emotional Intelligence, Quality of Work Life, Army Personnel, Support Systems, Well-Being*

INTRODUCTION TO EMOTIONAL INTELLIGENCE

Through social connectivity, emotional intelligence is linked to life fulfilment, including job satisfaction. Therefore, via influencing balance and depression, emotional intelligence may have a relationship to life satisfaction (**Moroñ, 2019**). Additionally, employee intelligence is tied to life satisfaction, including job satisfaction, and emotional intelligence has been linked to life satisfaction in the broader society (**Ain et al., 2021**). According to **Wen et al. (2019)**, deep acting and surface acting are two ways that emotional intelligence affects job satisfaction. Additionally, emotional intelligence may have an impact on individuals' emotional regulation skills, which in turn may affect job satisfaction and burnout (**Lee, 2017**).

QUALITY OF WORK LIFE AND EMOTIONAL INTELLIGENCE

It is acknowledged that emotional intelligence and the quality of one's work life are crucial organizational components and a strategic priority for human resource management. Work and personal life are two sides of the same coin; one cannot get personal fulfilment or professional fulfilment alone through work; rather, one must be able to manage both responsibilities at the same time to achieve perfection and serenity. Decreased productivity in both personal and professional life is the result of imbalances. These two cannot be separated because they are both intertwined.

Human behaviour is influenced by emotions, a psychological phenomenon that includes thoughts, feelings, mood, temperament, and personality. Consequently, it appears that maintaining a healthy balance between work and personal life is essential for both employees and their organization to experience a high Quality of Work Life Balance and long-term productivity. This can be achieved by having a basic understanding of emotional intelligence and the dynamics of its joint and mixed variables.

Emotional intelligence refers to the ability to perceive control and access emotions. Researchers suggest that emotional intelligence can be learned and strengthened while some claim that it's a natural trait. The ability to express and control emotions is essential but so is the ability to understand, comprehend, and respond to the feelings of others. Imagine a world where you don't understand when a friend is sad or a co-worker is angry. Psychologists call this ability emotional intelligence and some experts suggest that it is more important than the intelligence quotient in your overall success in life.

The term "emotional intelligence" describes the capacity to access and sense emotions. While some researchers contend that emotional intelligence is an innate trait, others maintain that it can be learned and increased. The capacity to perceive, interpret, and manage one's own emotions is just as important as the capacity to express

and regulate emotions in others. Imagine living in a society where you are unable to identify with a friend's sadness or a coworker's anger. This skill is known as emotional intelligence by psychologists, and some experts contend that emotional intelligence has a greater bearing on one's overall success in life than intelligence quotient.

QUALITY OF WORK LIFE

For any business, the Quality of Work Life (QWL) is crucial. QWL highlights both the financial and non-financial growth of the organization (**Dagger, 2015**). Additionally, QWL can help businesses keep up with the rapid changes in technology, attitudes, lifestyles, social institutions, and productivity. The definition of QWL is an employee's ability to balance work and family obligations. Employees must strike this balance to successfully manage the demands of both their families and their jobs. The nature of work, compensation and benefits, time dimension, workplace conditions, organizational structure, and other factors are some of the determinants of QWL (**Newton et al., 1979**); in its subsequent development, these variables are classified as employee satisfaction. Employee satisfaction and QWL are closely related, making this relationship one of the key job attitudes in the workplace.

The Robbins model's other primary attitudes can be justified by looking at the relationship between job satisfaction and quality of work life. It follows that QWL is thought to have an impact on key job attitudes such as employee engagement, job involvement, satisfaction, organizational commitment, and perceived organizational support. Numerous studies have revealed correlations between main job attitudes and QWL, even though no single model fully captures these relationships. Variables such as working from home, working on the weekends, having flexible scheduling, and others show the association between employee satisfaction and QWL.

REVIEW OF LITERATURE

Ain et al. (2021), investigate the connection between work happiness and emotional intelligence by looking at 350 first-year students at private universities in Lahore, Pakistan. The results of the study indicate a weak but positive association between grit, life satisfaction, and emotional intelligence. One may argue that job satisfaction, POS, emotional labour, and emotional intelligence are all related.

Aruldoss, A., Kowalski, K. B., & Parayitam, S. (2021), This research aims to examine the connection between Work- Life Balance (WLB) and quality of work life (QWL). This article collected data from 445 respondents in a cosmopolitan city in southern India using a standardized survey instrument. After the instrument's psychometric qualities were examined, the data were statistically analysed using hierarchical regression. According to the findings of the hierarchical regression, QWL is (1) inversely correlated with job stress, (2) correlated favourably with job satisfaction, and (3) correlated favourably with job commitment. The findings also showed that work-related stress and WLB are negatively correlated, work-related satisfaction and WLB are positively correlated, and work-related commitment and WLB are favourably correlated. The findings also indicate that occupational stress is partially mediated. job satisfaction, and job commitment in the relationship between QWL and WLB.

Akar, H. (2018), Work-related quality of life, burnout, school alienation, affective commitment, and organizational citizenship behaviours scales were used to gather the data. The data was analysed using bootstrap, descriptive, correlation, and path approaches. The investigation revealed that while teachers' opinions of their work-life quality have a favourable impact on affective commitment, they hurt burnout and school alienation. Additionally, their views of affective commitment influence organizational citizenship actions favourably. Another significant finding of the study is that teachers' feelings of burnout and alienation from the school somewhat mediate the relationship between their views of the quality of their work life and affective commitment.

Domínguez-García, E., & Fernández-Berrocá, P. (2018), The Spanish Wong and Law Emotional Intelligence Scale (WLEIS), the Schutte Emotional Intelligence Scale (EIS/SSEIT), the Emotional Quotient Inventory (EQ-i), the Emotional Intelligence Test (EIT), and Barchard's Emotional Intelligence Scale were almost all used; that is, the higher the suicidal behaviour level, the lower the EI score. Two of the four studies that employed the Trait Meta-Mood Scale (TMMS-24) between suicidal behaviour and emotional healing (emotional regulation) and clarity (emotional understanding) showed similar findings. Only the Strategic component of emotional intelligence (emotional awareness and regulation) was found to be a protective factor in two of the three investigations that employed the Mayer-Salovey-Caruso Emotional Intelligence Test (MSCEIT).

Fteiha, M., & Awwad, N. (2020), Using Goleman's Theory of Emotional Intelligence, this study examined the association between stress-coping style and emotional intelligence in a sample of 265 students. The results showed that emotional intelligence had the greatest mean score for empathy and motivation. The majority of students exhibited active issue and emotional coping behaviours; yet, emotional intelligence and stress coping style were revealed to be strongly positively correlated for the areas linked to active emotional and problem coping ($\alpha \leq 0.05$). It was shown that students are adept at using stress-reduction techniques, and it was suggested that instructors should advise students on emotional intelligence and stress-reduction tactics.

Gómez-Leal, R., Holzer, A. A., Bradley, C., Fernández-Berrocal, P., & Patti, J. (2022), To locate pertinent publications, the writers searched the electronic databases of PsycINFO, Psychology Database, Eric Education, and Scopus. They found 110 references in total by using search parameters. A thorough examination of 35 articles was conducted using strict selection criteria. The findings showed that self-awareness, self-management, and empathy are the most frequently employed abilities and competencies, and that emotional intelligence is essential for effective leadership. Furthermore, the research indicates that teacher satisfaction and performance are positively correlated with the leader's ability to establish trustworthy relationships.

Lea, R. G., Davis, S. K., Mahoney, B., & Qualter, P. (2019), Regarding EI measured as both an ability (AEI) and a trait (TEI), an increasing number of studies have started to explore that concept; nonetheless, the findings are not entirely apparent. We thoroughly examined experimental research that investigated the connection between both forms of EI and acute stress reactivity or recovery to assess the "stress-buffering" role of EI. After four databases were searched, 45 studies were found to be qualified. The findings showed that EI was only adaptable in some situations and that the results varied depending on the type of stressor and the method used to quantify EI. For stress reactivity, TEI was associated with decreased depressive symptoms under sports-related stressors (like competitions), physical discomfort (like dental procedures), and cognitive stressors (like memory tests).

Lee (2017) carried out a study on 169 employees of public service organizations in a major US city. According to the research, emotional self-awareness positively and significantly affects job satisfaction, emotional control positively but marginally affects job satisfaction, and emotional awareness positively but marginally affects job satisfaction.

Marseno, W. A., & Muqfi, M. (2021), Using the Smart PLS 3.0 program, second-order confirmatory structural equation modelling (SEM) was the method of data analysis that was employed. The findings demonstrated that: (1) Work- Life Balance positively and significantly affects work engagement; (2) Work- Life Balance positively and significantly affects emotional intelligence; (3) Work- Life Balance positively and significantly affects organizational commitment; (4) emotional intelligence positively and significantly affects organizational commitment; (5) work engagement positively and significantly affects organizational commitment; and (6) work engagement functions as a mediating factor in the relationship between Work- Life Balance and organizational commitment. (7) The impact of emotional intelligence on the organizational commitment of PT Bank workers at the Kebumen Branch and Unit is mediated in part by job engagement.

Manuel, J., & Elena, M. (2019), Psychosocial variables and hazards, burnout syndrome, emotional intelligence, and the ability to identify markers for the aforementioned syndrome are all included. The sample comprised 311 professionals from 15 associations in Extremadura (Spain) who interact directly with individuals who have intellectual disabilities. Burnout syndrome was assessed using the Spanish version of the CESQT questionnaire; emotional intelligence was assessed using the Wong & Law Emotional Intelligence Scale (WLEIS); and the psychosocial factors of demands (such as work-family conflict and psychosomatic problems) and resources (like social support and job satisfaction) were assessed using the UNIPSIICO Battery. The average burnout values shown in the data show a relationship between burnout syndrome and social support, emotional intelligence, and job satisfaction.

Moroń (2019) has demonstrated the connection between life happiness (both at work and home) and emotional intelligence by looking at how employees handle their affect balance and depression in 211 Polish university students. The results of the meta-analyses show that affect balance and depressiveness operate as mediators, indicating a higher correlation between emotional intelligence traits, mental health, and life satisfaction.

Naz, S., Ahmad, S., & Batool, A. (2021), Data for the quantitative investigation were gathered through the survey approach. The demographic was made up of all working women who attended KP's public universities. 350 working women who were randomly chosen from six public universities in the public sector made up the study's sample. Two study tools were created in this regard: one to assess Work- Life Balance and the other to assess emotional intelligence. After requesting permission from the working women, data were gathered. Statistical methods were applied to the data analysis process. Principal Results: It was discovered that most working women have excellent Work- Life Balance and strong emotional intelligence. The Work- Life Balance of working women and emotional intelligence were found to be significantly correlated. It was determined that intense emotional intelligence leads to a high Work- Life Balance.

Raghubir, A. E. (2018), This integrative concept review comprised a total of twenty-three publications from different bodies of study. Four characteristics of emotional intelligence were found to be common, even though there are many discrepancies in the definition of emotional intelligence. These are self-awareness, self-management, social awareness, and social/relationship management. These qualities support advanced practice nurses' mental health and improve their capacity to practice in a way that benefits patients, families, coworkers, and advanced practice nurses both as individuals and as working professionals.

Robertson and Cooper (2010) show that the first important component is the positive influence that happy emotions have on the development of psychological well-being and engagement metrics. Organizations can employ self-determination theory to attain effective engagement through a shared or intrinsic predisposition to behave in healthy and productive ways, in addition to psychological well-being.

Sudiyo, A., Nugroho Adi, A., Fithriana, N., Fasieh, M. F. I., & Soelton, M. (2023), To determine whether or not emotional intelligence and Quality of Work Life (QWL) are correlated, this study will look at the primary job attitudes of job satisfaction, job involvement, employee engagement, organizational commitment, and perceived organizational support. This study used a survey design with participants from different industries and levels in Indonesia. We gave out 400 questionnaires to the participants, and 81% of them replied. Smart PLS 3.0's path analysis was utilized to verify the questionnaires' reliability and validity. Results. The results demonstrated that the quality of work life and emotional intelligence was mediated by employee involvement, satisfaction, and perceived organizational support. Nonetheless, there was no mediating effect between the Quality of Work Life Balance and emotional intelligence on employee engagement or organizational commitment.

Sharon, D., & Grinberg, K. (2018), The broad ability to understand emotions (in ourselves and others), control emotions, and handle emotionally charged situations well is known as emotional intelligence, or emotional intelligence (EI). Nursing education encompasses a broad range of theoretical and practical courses, but teaching emotional intelligence is not covered in the required curriculum. We contend that EI instruction ought to be integrated into the curriculum and that admissions procedures ought to include EI assessments. It was shown that there was a favourable relationship between nursing students' EI scores and their academic achievement. The second year of education saw an increase in EI levels. Rather than psychometric scores at the time of admission, emotional intelligence was found to be correlated with the annual average grade of nursing students.

Tajigharajeh, S., Safari, M., Abadi, T. S. H., Abadi, S. S. H., Kargar, M., Panahi, M., & Ghaedchukamei, Z. (2021), Important nursing skills include emotional intelligence and interpersonal sensitivity. They play a big part in advancing the careers of nurses and the healthcare they offer. The purpose of this study was to ascertain how interpersonal sensitivity and emotional intelligence related to the quality of work life of nurses employed in Tehran's public hospitals in 2019. The average, severe, and weak levels corresponded to the emotional intelligence, interpersonal sensitivity, and work-life quality of nurses. The results showed a substantial ($P \leq 0.05$) positive connection ($r = 0.311$) between nurses' emotional intelligence and work-life quality.

The study concluded that nurses' attitudes toward themselves, their coworkers, their patients, and their profession can all significantly shift as a result of developing their emotional intelligence and sensitivity in reciprocal interpersonal relationships. This can also improve the quality of their work life. Consequently, nursing schools, professors, instructors, and nursing managers should take into account these two abilities as they are essential for nurses.

Wen et al. (2019) studied seven five-star and four-star hotels in Guangzhou and Shenzhen with 279 respondents using this conceptual model. Relevant to this study, the results show that deep acting, a type of emotional intelligence, has a significant impact on both job satisfaction and point of sale (POS).

Zhu et al. (2021) offer a unique method for establishing a connection between emotional intelligence and organizational commitment. They have investigated how project commitment functions as a mediator between emotional intelligence and project performance, just like organizational commitment does. Subsequently,

Aghdasi et al. (2011) clarify that, in contrast to earlier studies, emotional intelligence does not affect occupational stress, work satisfaction, or organizational commitment in 234 employees of the Ministry of Science, Research, and Technology in Iran.

OBJECTIVES OF THE STUDY

1. To study factors of **emotional intelligence on the Quality of Work Life** of army men's wives
2. To investigate the relationship between Emotional Intelligence and Work- Life Balance of army men's wives.

RESEARCH METHODOLOGY

Sources of Data

The primary data were collected from wives of army men, by a well-structured questionnaire. For the study, secondary data are also utilized. The information for secondary data is gathered from various Internet sites, Research articles, magazines, Newspapers, etc.

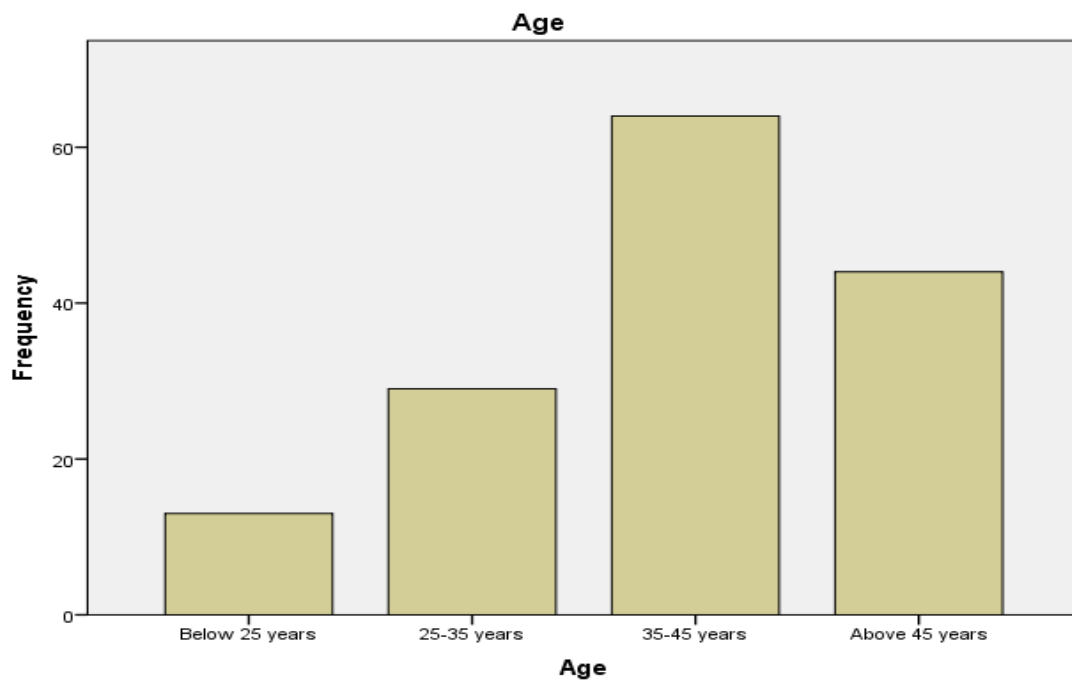
Sampling Design

The researcher has selected wives of army men for the research work. To cover the entire population, the researcher has adopted the convenience Sampling Method for the study. The researcher selected a sample size of 150 respondents for the study in Mhow Cantt. area.

AREA OF THE STUDY: The study covers the area of Mhow Cantonment only.

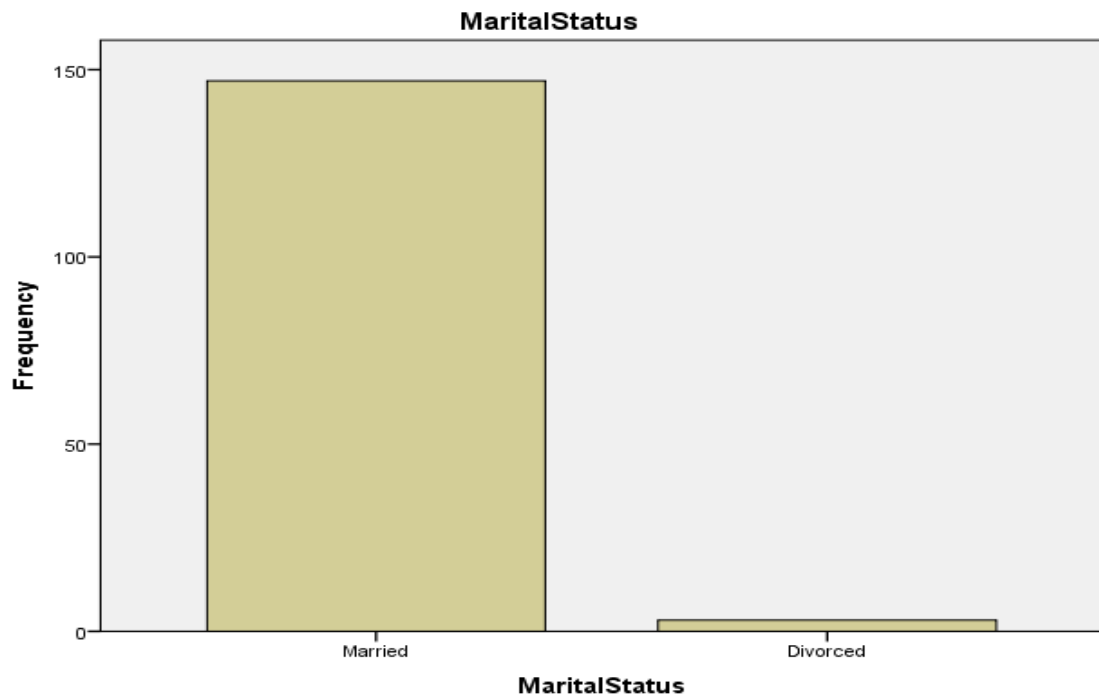
Reliability Statistics	
Cronbach's Alpha	N of Items
.869	50

Age					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 25 years	13	8.7	8.7	8.7
	25-35 years	29	19.3	19.3	28.0
	35-45 years	64	42.7	42.7	70.7
	Above 45 years	44	29.3	29.3	100.0
	Total	150	100.0	100.0	



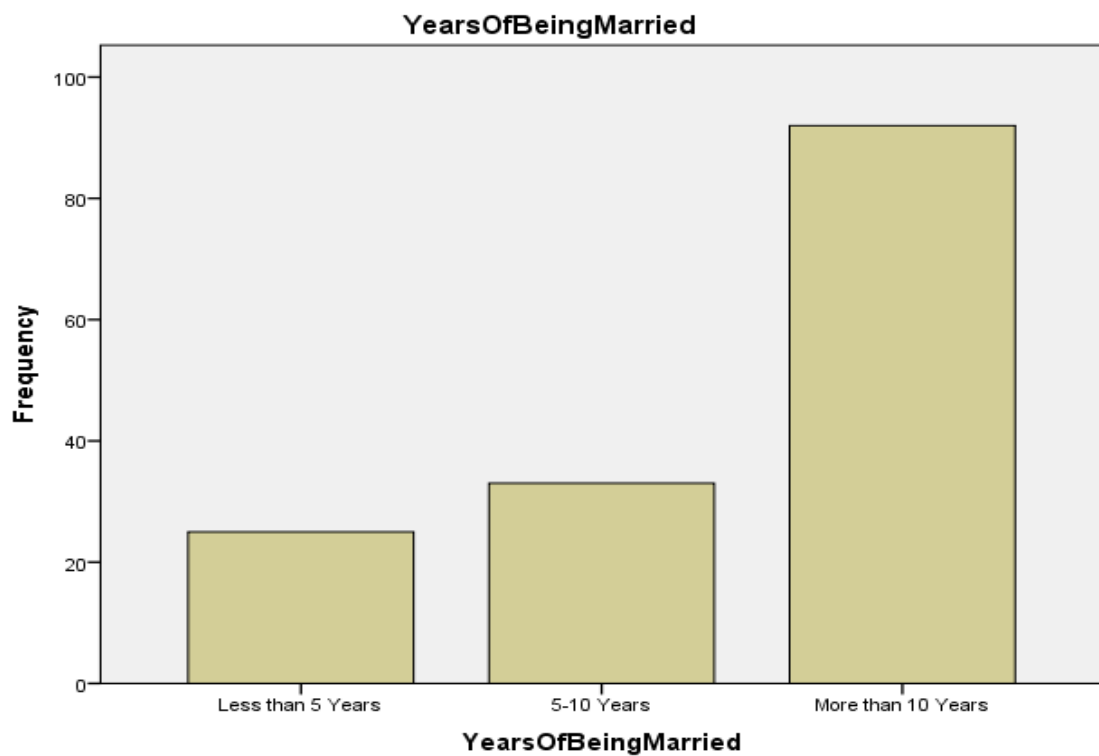
The above table shows that 8.7% of respondents are below 25 years of age, 19.3% of respondents are from 25-35 years of age, 42.7% of respondents are from 35-45 years of age and 29.3% of respondents are from above 45 years of age.

Marital Status					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Married	147	98.0	98.0	98.0
	Divorced	3	2.0	2.0	100.0
	Total	150	100.0	100.0	



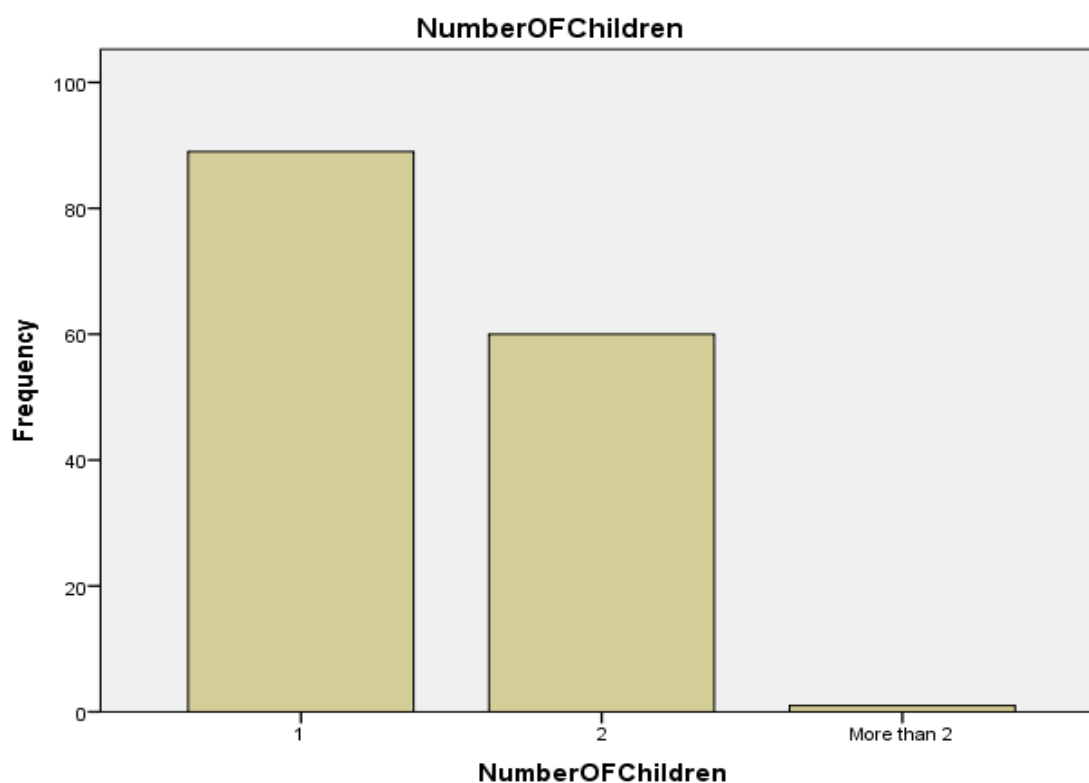
The above table shows that 98% of respondents are married and 2% of respondents are divorced.

Years of Being Married					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than 5 Years	25	16.7	16.7	16.7
	5-10 Years	33	22.0	22.0	38.7
	More than 10 Years	92	61.3	61.3	100.0
	Total	150	100.0	100.0	



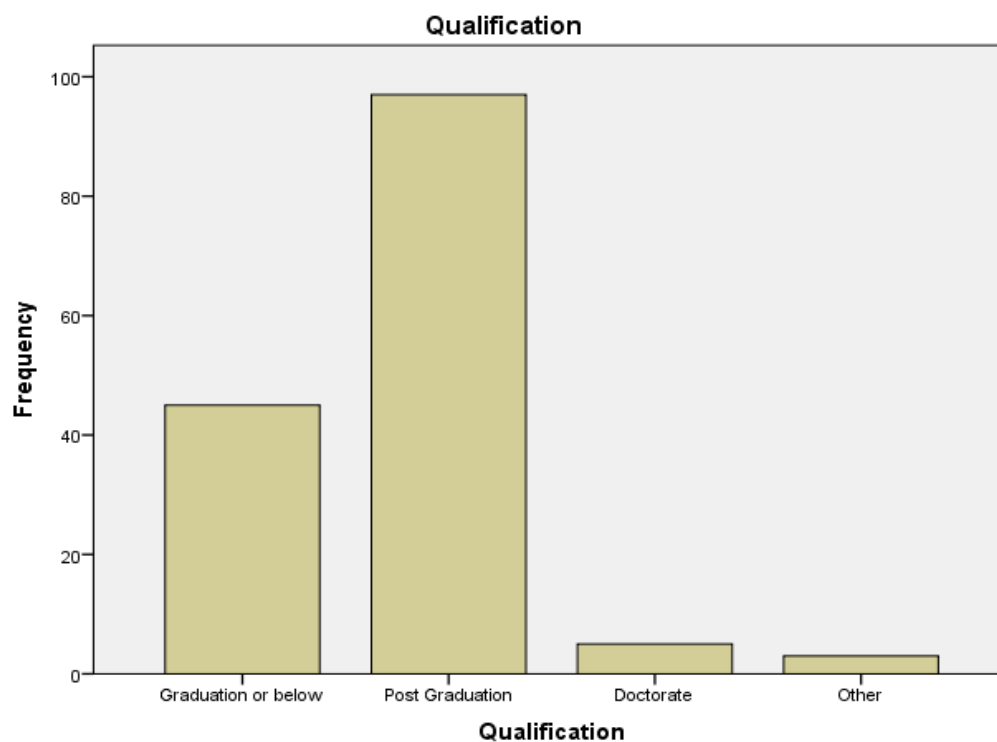
The above table shows that 16.7% of respondents are from less than 5 years of being married life, 22% of respondents are from 5-10 years of being married life and 61.3% of respondents are from more than 10 years of married life

Number Of Children					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	89	59.3	59.3	59.3
	2	60	40.0	40.0	99.3
	More than 2	1	.7	.7	100.0
	Total	150	100.0	100.0	



The above table shows that 59.3% of respondents have one kid, 40% of respondents have 2 kids and 0.7 have more than 2 kids.

Qualification					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Graduation or below	45	30.0	30.0	30.0
	Post Graduation	97	64.7	64.7	94.7
	Doctorate	5	3.3	3.3	98.0
	Other	3	2.0	2.0	100.0
	Total	150	100.0	100.0	



The above table shows that 30% of respondents are graduated or below qualified, 64.7% of respondents are post-graduation, 3.3% of respondents have a doctorate and 2% have other qualifications.

Occupation					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Part-time Job	12	8.0	8.0	8.0
	Full-time Job	57	38.0	38.0	46.0
	Self- Employed	15	10.0	10.0	56.0
	Homemaker	62	41.3	41.3	97.3
	Retired	4	2.7	2.7	100.0
	Total	150	100.0	100.0	



The above table shows that 8% of respondents have part-time, 38% have full-time jobs, 10% respondent is self-employed, 41.3% of respondents are homemakers and 2.7 % of respondents are retired.

Objective 1

1. To study factors of **emotional intelligence on the Quality of Work Life** of army men's wives

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.757
Bartlett's Test of Sphericity	Approx. Chi-Square	795.361
	df	105
	Sig.	.000

KMO and Bartlett Test value is .757 which is greater than the .605 recommended value and Bartlett's test of sphericity Chi-square value is 795.361 and significance value is .000 whereas the degree of freedom is 105 indicating that factor analysis done for 15 variables is effective.

Communalities		
	Initial	Extraction
ES1	1.000	.739
ES2	1.000	.613
ES3	1.000	.654
ES4	1.000	.711
ES5	1.000	.542
ES6	1.000	.647
ES7	1.000	.699
ES8	1.000	.583
ES9	1.000	.527
ES10	1.000	.725
ES11	1.000	.519
ES12	1.000	.636
ES13	1.000	.631
ES14	1.000	.635
ES15	1.000	.593
Extraction Method: Principal Component Analysis.		

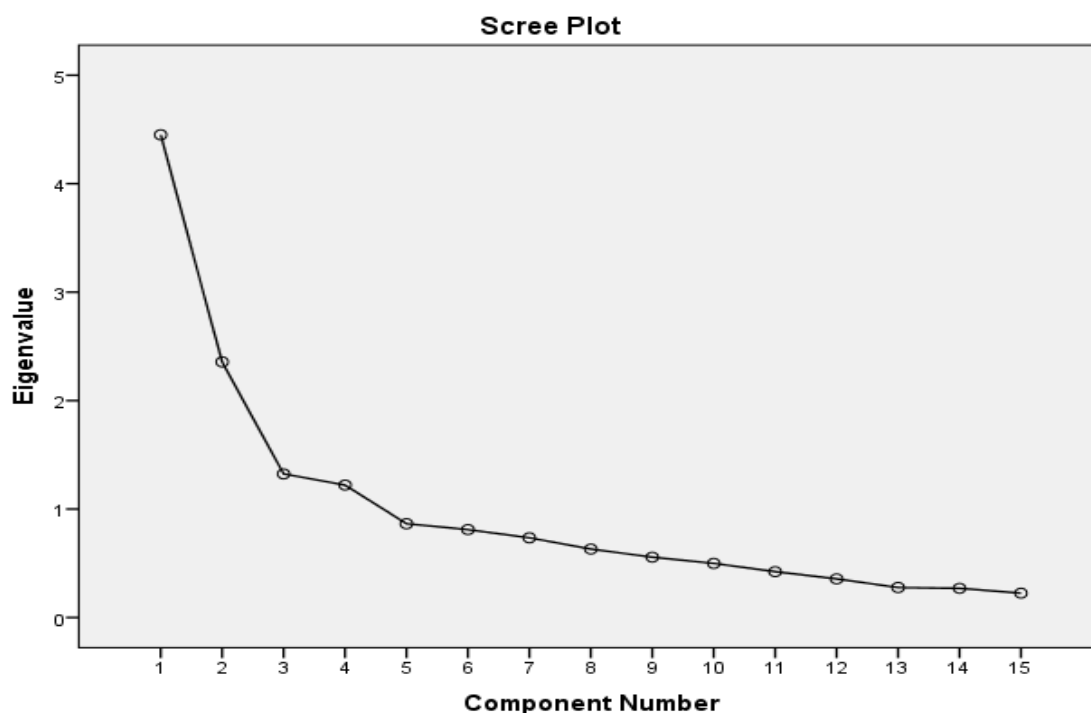
An Exploratory Factor Analysis (EFA) was performed using principal component analysis and varimax rotation. The factors loading criteria were set to 0.50. The commonality of the scale, which indicates the amount of variance in each dimension, was also assessed to ensure acceptable levels of explanations.

Total Variance Explained									
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.451	29.670	29.670	4.451	29.670	29.670	3.232	21.543	21.543
2	2.357	15.714	45.384	2.357	15.714	45.384	2.182	14.549	36.093
3	1.324	8.828	54.212	1.324	8.828	54.212	2.034	13.560	49.653
4	1.221	8.142	62.353	1.221	8.142	62.353	1.905	12.700	62.353
5	.865	5.767	68.120						
6	.810	5.403	73.523						
7	.735	4.898	78.422						
8	.631	4.207	82.629						
9	.557	3.710	86.339						
10	.499	3.327	89.667						
11	.423	2.819	92.485						
12	.356	2.375	94.860						

13	.277	1.847	96.707						
14	.270	1.797	98.504						
15	.224	1.496	100.000						

Extraction Method: Principal Component Analysis.

Finally, the factor solution derived from exploratory factor analysis yielded 4 factors for the scale, which accounted for 62.353 percent of the variation in the data.



The graph shows the extraction of the components on the steep slope. The first 4 components are the part of a steep slope. The components on the shallow slope contribute little to the solution. Components 5 to 15 are the part of shallow slope. The big drop occurs between the 5th components, so the first 4 components are used for further analysis. The scree plot confirms the choice of 4 components.

Component Matrix ^a				
	Component			
	1	2	3	4
ES4	.818			
ES3	.775			
ES8	.733			
ES6	.712			
ES9	.637			
ES12	.564			
ES5	-.510	.421		
ES11		.642		
ES13	-.468	.642		
ES14	-.492	.582		
ES1		.473	.469	
ES15		.422		
ES7			.720	
ES10		.409		.657
ES2	.480			.503

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

The table above shows the loadings of the 15 variables on the 4 factors extracted. The higher the absolute value of the loading, the more the factor contributes to the variable (We have extracted 4 variables wherein the 15 items are divided into 4 variables according to the most important items with similar responses in component

1 and simultaneously in components 2,3, and 4). The gap (empty spaces) on the table represents loadings that are less than 0.5, this makes reading the table easier.

Rotated Component Matrix^a				
	Component			
	1	2	3	4
ES6 - You often feel isolated from their civilian counterparts due to the unique demands of army life.	.773			
ES2 - Army policies and programs sufficiently support the educational needs of you and your family	.762			
ES4 - Healthcare facilities are easily accessible to you and your family members	.734			
ES3 - You experience a strong sense of community and support among fellow army families	.732			
ES9 - You struggle to maintain a sense of stability in your family.	.608			
ES8 - You face increased stress and anxiety due to the uncertainties of army life.	.546		.465	
ES7 - Army support systems adequately address the unique challenges faced by you		.800		
ES5 - Financial stability is a significant concern for you as an army officer's wife.		.679		
ES14 - Quality of life affects the emotional and social stability of army people.		.670		
ES13 - The quality of life of army people differs from normal civilians.		.557		.502
ES10 - Access to mental health support services is readily available			.810	
ES12 - Army housing options meet the needs and preferences of an individual.			.678	
ES11 - Support is provided by army community resources during times of need			.529	.434
ES1 - Ample opportunities are there for your personal and professional growth despite of the challenges.				.844
ES15 - The quality of life of army people is far different as compared to civilians.				.692
Extraction Method: Principal Component Analysis.				
Rotation Method: Varimax with Kaiser Normalization.				
a. Rotation converged in 7 iterations.				

Interpretation Thus the 15 variables considered in the primary data were reduced to a 4-factor model and each factor was given a name associated with the corresponding variables. The factor names and descriptions of the factors are given in the following tables given below:

Factor 1: Named as Challenges and Support in Army Life

Item	Item Load
ES6 - You often feel isolated from their civilian counterparts due to the unique demands of army life.	.773
ES2 - Army policies and programs sufficiently support the educational needs of you and your family	.762
ES4 - Healthcare facilities are easily accessible to you and your family members	.734
ES3 - You experience a strong sense of community and support among fellow army families	.732
ES9 - You struggle to maintain a sense of stability in your family.	.608
ES8 - You face increased stress and anxiety due to the uncertainties of army life.	.546
Total Variance	21.543%

Factor 2 - Named as Financial and Emotional Well-being in Army Life

Item	Item Load
ES7 - Army support systems adequately address the unique challenges faced by you	.800
ES5 - Financial stability is a significant concern for you as an army officer's wife.	.679
ES14 - Quality of life affects the emotional and social stability of army people.	.670
ES13 - The quality of life of army people differs from normal civilians.	.557
Total Variance	14.549 %

Factor 3 - Named as Support and Housing Stability in Army Life

Item	Item Load
ES10 - Access to mental health support services is readily available	.810
ES12 - Army housing options meet the needs and preferences of an individual.	.678

ES11 - Support is provided by army community resources during times of need	.529
Total Variance	13.560 %

Factor 4 - Named as Professional Opportunities and Quality of Life in the Army

Item	Item Load
ES1 - Ample opportunities are there for your personal and professional growth despite of the challenges.	.844
ES15 - The quality of life of army people is far different as compared to civilians.	.692
Total Variance	12.700 %

2. To investigate the relationship between Emotional Intelligence and Work- Life Balance of army men's wives.

H01: There is no significant relationship between Emotional Intelligence and Work- Life Balance of army men's wives.

Correlations			
		EI	WLB
EI	Pearson Correlation	1	.667**
	Sig. (2-tailed)		.000
	N	150	150
WLB	Pearson Correlation	.667**	1
	Sig. (2-tailed)	.000	
	N	150	150

** . Correlation is significant at the 0.01 level (2-tailed).

The above table shows a strong positive correlation between Emotional Intelligence and Work- Life Balance of an army men's wife value of r is .667. Thus, we infer that there exists a strong positive relationship between emotional intelligence and work Work- Life Balance of army men's wives.

FINDINGS

- This factor highlights the dual nature of army life, encapsulating both the support systems provided and the unique challenges faced by army personnel and their families. High emotional intelligence can enhance the ability to navigate these challenges while leveraging available support systems to maintain a higher Quality of Work Life.
- This factor emphasizes the critical role of support systems in addressing financial and emotional concerns. Emotional intelligence plays a pivotal role in utilizing these support systems effectively, leading to better management of financial stress and enhanced overall quality of life.
- This factor underscores the importance of accessible support services, including mental health and housing, in improving the Quality of Work Life. Individuals with higher emotional intelligence are better equipped to seek and benefit from these services, contributing to their well-being and job satisfaction.
- This factor highlights the opportunities for personal and professional growth available to army personnel, which significantly differ from civilian life. Emotional intelligence aids in recognizing and capitalizing on these opportunities, thus enhancing the overall Quality of Work Life.

IMPLICATIONS

The study reveals that emotional intelligence significantly impacts the Quality of Work Life in the army context. Individuals with high EI are better equipped to handle the unique challenges of army life, utilize support systems effectively, and capitalize on growth opportunities. These findings suggest that interventions aimed at enhancing emotional intelligence could be beneficial in improving the overall Quality of Work Life for army personnel and their families. Training programs focusing on EI development could help individuals better manage stress, build supportive relationships, and improve their financial and emotional well-being

CONCLUSION

This study has highlighted the significant impact of emotional intelligence (EI) on the Quality of Work Life for army personnel and their families. Through the analysis of various factors and their corresponding loadings, several key conclusions can be drawn:

Emotional intelligence is crucial for managing the unique challenges of army life, such as isolation from civilian counterparts and the stress of uncertainty. High EI enables individuals to leverage support systems like education, healthcare, and community networks more effectively, thereby improving their overall Quality of Work Life.

The adequacy of support systems and financial stability are critical determinants of the Quality of Work Life. Individuals with high EI are better at managing financial concerns and proactively seeking necessary support, which enhances their well-being and reduces stress.

Easy access to mental health services and adequate housing options significantly contribute to the stability and well-being of army personnel and their families. High EI individuals are more likely to recognize their need for these services and utilize them effectively, leading to improved mental health and overall quality of life.

Despite the distinct challenges of army life, there are substantial opportunities for personal and professional growth. Emotional intelligence aids in resilience and adaptability, allowing individuals to make the most of these opportunities and thereby enhance their Quality of Work Life.

LIMITATIONS AND FUTURE RESEARCH

While the study provides valuable insights, it is important to note its limitations. The sample size and demographic variables could influence the generalizability of the findings. Future research should consider larger and more diverse samples to validate these results. Additionally, longitudinal studies could provide a deeper understanding of how emotional intelligence impacts the Quality of Work Life over time. Exploring the role of specific EI components, such as emotional regulation and empathy, could also offer more targeted insights for interventions.

Overall, this study underscores the critical role of emotional intelligence in enhancing the Quality of Work Life among army personnel and their families, offering a pathway for targeted support and interventions to improve well-being in this unique population.

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