

EMOTIONAL INTELLIGENCE: POTENTIAL IMPACT ON THE HIRING PROCESS OF TEACHERS IN CURRENT SCENARIO

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ABSTRACT

It is a well given fact that children are the future or hope of any nation and teachers are key of that bright future. After parents only teachers are responsible for shaping a child's life. And undoubtedly, teaching is a highly challenging and stressful job. But at the same time education sector is paramount element or sector for the growth and development of any society. In any economy if the education policy, structure of education system and infrastructure related to education are appropriate and well-structured then the overall development of economy become possible. In this competitive and stressful environment of alpha generation, the need of emotionally intelligent human force has generated in education sector. An emotionally mature teacher is able to tolerate a reasonable amount of frustration. Teachers are not only for completion of syllabus and creating an effective learning environment but also responsible to understand the problems of students and to give better solution for them. This article presents an overview of role of emotional intelligence in hiring process of teachers in schools because students need proper guidance and direction for a better and successful life.

Keywords: Emotional Intelligence, Teachers, Students, Alpha Generation, Hiring Process.

Introduction

This is an incredible feeling for the people of Bihar that it is the land of golden era of ancient Indian history, where the renowned world-famous learning hub Nalanda and Vikramshila are situated. In the ancient time the state has been a paramount center of learning. People used to come from different countries for getting higher education in this state. But lately education sector has been largely commercialized. The system is more focused on rote-learning, examination, marks, ranks without understanding anything. Not only the administration but also parents, students and society are giving too much importance to the placement part rather than the quality of teachers, relationship between teacher and student. And for creating an ideal environment of education the efficient and inspirational teachers, students' insistence, learning environment, adequate infrastructure and proper administration are required. But among all these elements the most important pillar is teacher and nobody can ignore the contribution of the teachers. Bharat Ratna awarded the great personality **Dr. Sarvepalli Radhakrishnan** also said that, "Teachers are the backbone of our education system. True teachers are those who help us think for ourselves". Teachers are not only expert in their subject but they encourage and motivate

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their students in many ways. Teachers have the potential to shape futuristic leaders because children are the face of tomorrow. And for the overall development of a society education sector plays a vital role because teachers can enhance the productivity and creativity of students so that they can be pushed to be more contributable to the nation. For any economy technological advancement, courageous youth and entrepreneurial attitude are become the basic and important weapon.

But now a days, everyone is suffering from stressful circumstances due to multiple reasons. But among them, students are suffering from stress because of the outdated curriculum, rote-learning, memorizing habit, pressure from parent, obsession with grades and etc. (Chaudhary,2021). This stage is very crucial for the students because they have lots of challenges in their life and a highly emotionally connected teacher can play a rough diamond for them.

Emotional Intelligence

God gave lots of blessings and ability to the human being to survive and enjoy the life and grasping power is one of them. Emotionally intelligent teachers utilize this ability to understand their students' problems and according to the situation they can handle efficiently and effectively.

Competition and stress are existing each and every corner of the planet at every moment and for facing and surviving in the life people should be emotionally sound so that, they can know themselves as-well-as others' emotions to handle any situation and use this information for guiding one's thinking and action (Salovey& Mayer, 1990). With the help of emotional quotient, people can stay constant themselves in all circumstances, recognise strengths and weaknesses of others as well as balance their lives.

These five elements are very important for being a highly emotionally intelligent:

- Ability to know about self
- Ability to control emotions
- Relationship management skill
- Empathic attitude
- motivation

Role of Emotional Intelligence in Ancient Times

The "Gurukul system" of education was the traditional form of our culture. Under this system, a shishya(student) would live in the residence of their teacher and would acquire subject knowledge as well as essential life skill. It indicates that emotional intelligence is not a new concept but was also exist in earlier age. In that time different kinds of intelligence were taught and emotional intelligence is one of them:

- Buddhi (cognitive intelligence)
- Samskara (emotional intelligence)
- Dharma (moral intelligence)
- Kartavya (social intelligence)
- Dhyana yoga (spiritual intelligence)
- Paryavaran (environment)
- Sodh (innovation) (singh, 2020)

Role of Emotional Intelligence in Alpha Generation

Today, technology has become an integral part of life and also it is easy to access world's information at just one click. People start their day with technological alarm, online order for food, online classes, online payment, online shopping and entertain themselves through technology (Facebook, Instagram, Twitter, Netflix). It indicates that people are depending almost on technological advancement because work of life become easier with the help of technology. Technology offers students a way to enhance reading skill, writing skill, knowledge and higher level of self-esteem. But students cannot be emotionally connected with the technology, it cannot understand their emotions, they never learn experience of practical life which means that internet and technology never supersede the role of teachers for their students, which is incredible. Teachers are not only taking the responsibility for completion of syllabus and prepare marksheet with flying colours but also develop the creativity, analytical skill and social skill of the students.

In India, the children are deviating from the right path due to stress and anxiety. One report revealed that 50% of school students are stressed out due to heavy academic syllabus, long study hrs., parental pressure, academic achievement and so on (The Times of India,2019). The shocking news is that more than 10% students of class 8-12 have used drugs for relaxing their mind (The Times of India,2019). They need a guide or a mentor who understands their problems and gives better solution to them. A good relation between teachers and students is needed and for a good relationship, teachers should be emotionally connected with the students. In the absence of an emotionally mature teachers, students are not comfortable to share their problems and for handling this situation they are indulging in various kinds of addiction like smack, charas, alcohol, bhang, whitener etc. Because students are not able to understand the right or wrong things. In lots of situation parents are not ready to talk in these sentimental issues but teachers can. And for this there is highly needed of emotionally intelligent teachers in schools.

Therefore, here is a requirement to study of hiring process of teachers in school and then find out the impact of emotional intelligence of teachers on hiring process because students need highly emotionally mature teachers in their life.

Review of Literature

Samanviha & Jawahar (2012) found that emotional intelligence of teachers has a strong and positive impact on job performance and satisfaction. And if any employee is satisfied with their job, then he or she can contribute their 100% effort. They also highlighted that a highly emotionally intelligent teacher can get more satisfaction with his or her performance.

Mandip et al. (2012) highlighted that in this stressful scenario one of the biggest challenges for any school and college, is to retain the intellectual and highly emotionally intelligent teachers in their organization and they are the real asset because they are able to handle their own emotions and they can guide, understand, motivate and control their students in a healthy manner. In this article it is also revealed that the relationship between emotional intelligence of teachers and job satisfaction is positive.

Robert & Precious (2017) investigated that in this day students are emotionally challenged with drug abuse, family issues, sexual greediness and etc. and for handling this situation module of emotional intelligence should be introduced in the education sector so that more positive result may be achieved. They also highlighted that this module has a positive influence on academic performance and productivity.

Akomolafe (2011) explained that emotional intelligence is a significant factor to reduce occupational stress among secondary school teachers. He also revealed that there is a need for development of that kinds of programs to enhance the emotional intelligence of teachers for controlling their stress.

It is found in this review process that in today's world everyone has professional as well as personal issues and stress and emotional intelligence capability can help them out.

Objectives

- To study the impact of emotional intelligence on the recruitment process of teachers in schools.
- To understand the perception of recruiters towards emotional intelligence of candidates (teachers).

Hypothesis

H₀: There is no difference among the perception of recruiters of different schools with respect to the impact of emotional intelligence of teachers.

Research Methodology

The research paper is based on primary data collected through questionnaire to know the extent of agreement and disagreement for validating the facts. The sample size is 42 and respondents are the recruiters (Principal, Directors and HR department) of CBSE schools in Patna. Further, a well-designed questionnaire using Likert scale is prepared. The responses are classified, and the results are presented through graphs and hypothesis have been tested using Kolmogorov-Smirnov(K-S) test.

Data Analysis and Result

Following few charts summarizes the findings from the survey:

Chart 1

- Statement- Emotionally intelligent teachers can balance their stress level.
- Total no of responses-40

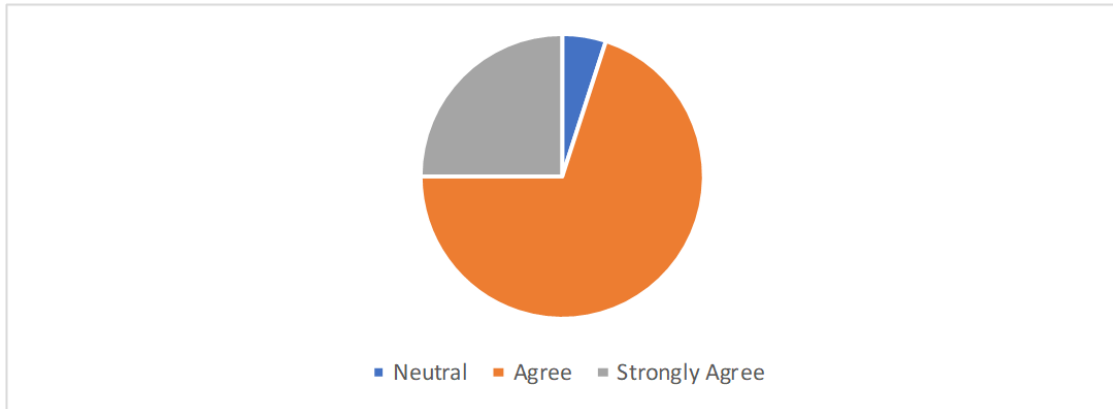


Chart 2

- Statement- Emotionally intelligent teachers have fewer behavioral issues with students.
- Total number of responses-40.

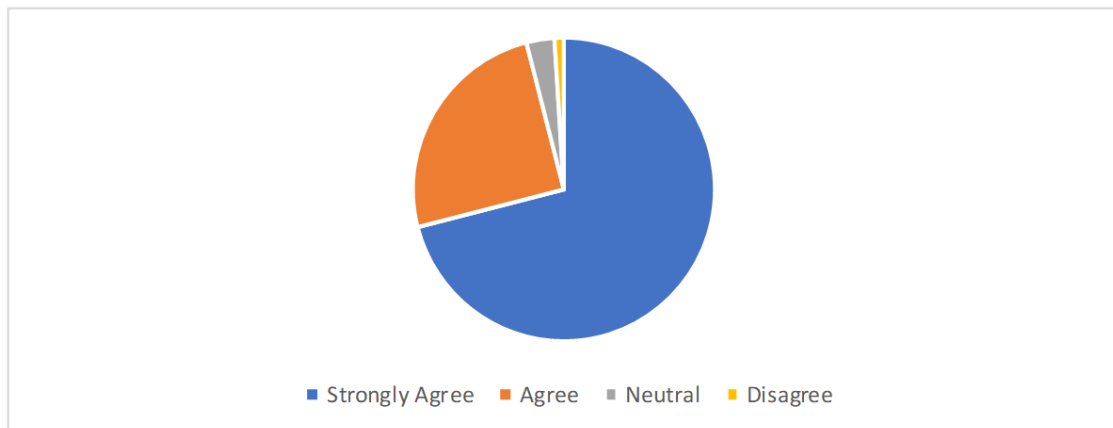


Chart 3

- Statement- Teachers should be emotionally connected with the students.
- Total number of responses-40

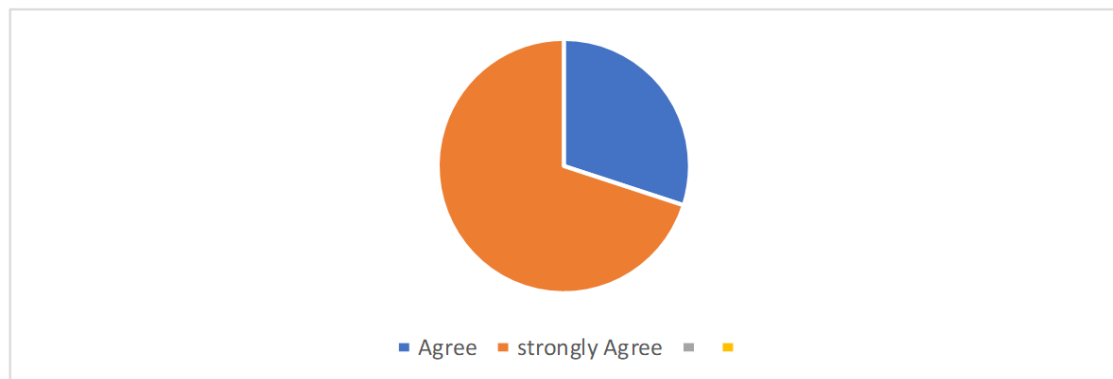


Chart 4

- Statement- Emotionally intelligent teachers pay attention to new ideas and creativity.
- Total no of respondents-40

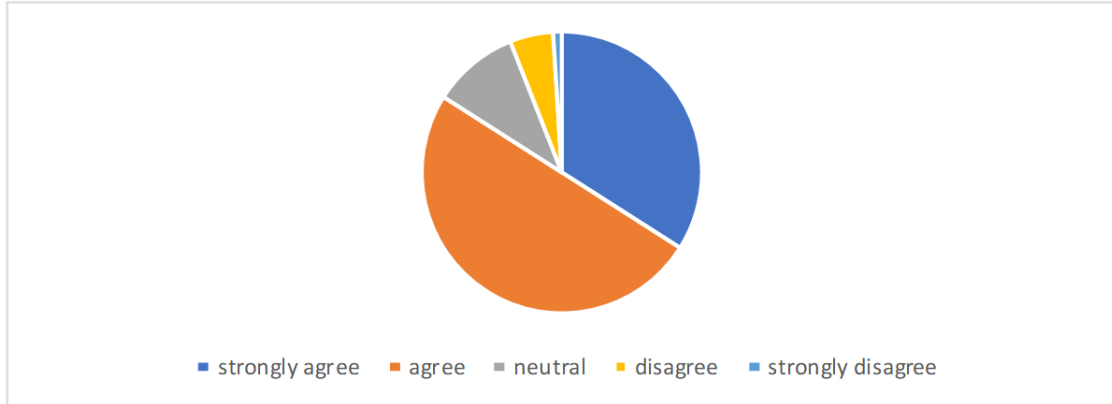


Chart 5

- Statement- an emotionally mature teacher has the ability to tolerate a reasonable amount of frustration.
- Total nu of respondents-40

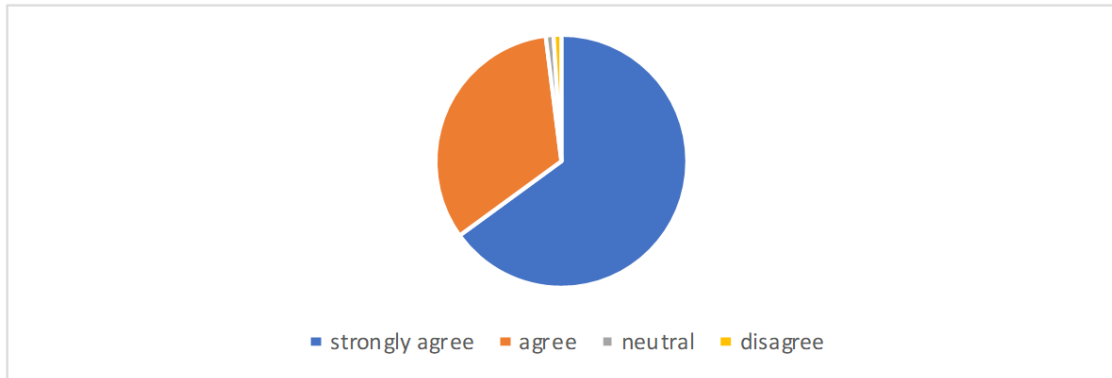
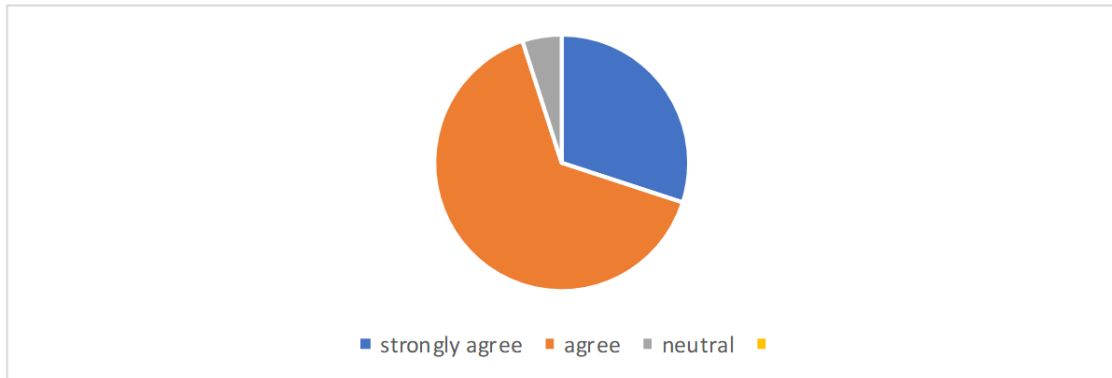


Chart 6

- Statement- Emotionally intelligent teachers know the strength and weakness of their students in a better way.
- Total no of respondents-40



Hypothesis Testing

Table 1

Importance of Emotional Intelligence	No of respondents	Proportion of Respondents	Cumulative Proportion	Null Proportion	Null Cumulative Proportion	Difference between Cumulative
Very significant	10	0.25	0.25	0.2	0.2	0.05
Somewhat significant	12	0.30	0.55	0.2	0.4	0.15
Neither significant nor insignificant	04	0.10	0.65	0.2	0.6	0.05
Somewhat insignificant	08	0.20	0.85	0.2	0.8	0.05
Very insignificant	06	0.15	1.00	0.2	1.0	0.00

From the table no-01 it was found that the largest absolute difference is 0.15(Kolmogorov-smirnov D value).

critical value of D at an alpha of 0.05 is calculated-

$$1.36/\sqrt{n} \quad \text{where } n=40$$

$$D=1.36/6.324$$

$$=0.215$$

Here, it is cleared that

Calculated D < critical value of D

$$0.15 < 0.22$$

So, Null hypothesis is accepted.

There is no difference among the perception of recruiters with respect to the impact of emotional intelligence of teachers.

Conclusion and Suggestion

In this study it is important to conclude that after parents only a teacher can handle, understand and direct properly to a student. With the help of above data analysis and review of literature it can be concluded that every student needs an emotionally connected teacher in their life so that they can be comfortable to share their problems and anxiety with their teachers. Because undoubtedly, teachers are the role model for everyone. And in this study, it has been proved that recruiters of any schools find emotional competency and factors in their teachers because teaching is not only a profession, but it is an opportunity to make a man perfect for him or her, for family and for nation as well. And for fulfilling this purpose, emotionally intelligent teachers are required in schools.

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