

Influence of the Emotional Intelligence on Employee Performance with Work Motivation for Career Achievement

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Citation: Girisha, M. & Ramyashree, K. (2026). Influence of the Emotional Intelligence on Employee Performance with Work Motivation for Career Achievement. *International Journal of Advanced Research in Commerce, Management & Social Science*, 09(02(II)), 232–238. [https://doi.org/10.62823/IJARCMSS/9.2\(II\).9100](https://doi.org/10.62823/IJARCMSS/9.2(II).9100)

ABSTRACT

Emotional intelligence and achievement mind-set is a set of competencies. Achievement mind always directly influenced by manage the emotions at workplace. It is the capacity to analyse to know how to manage own emotions with encouraging positive relationship to enhance communications, resolve conflicts strive towards overall achievement.

Purpose of Study: The main aim of the present paper is to check the dependency of demographic factors on career achievement, to examine the relationship between EI and dependent variables and to assess the impact of EI on career achievement.

Methodology: This study's primary data collected through a well-structured questionnaire with a sample size of 49 valid response from different sector through simple random techniques. The study has adopted the statistical tools such as Cranach's alpha for reliability test, chi-square to test dependency, correlation between variables, regression model summary to identify the impact of variables and Mann-Whitney test to identify the mean differences.

Findings: The study found that respondents agreed that they are emotionally strong and they manage themselves towards achievement their career. career achievement mind-set will depend on the gender and qualification of respondents. career achievement depends on how the individual accept their work and how the behave on work. Emotions with co-workers, self-management on work which influence more on their career achievements.

Research Implications: This study focusses on influence of EI on career achievement along with several attributes. This study aids towards decision making process for future adaption of strategies to improve EI of individuals for career achievement. This study very significant to adapt for changes in organisation policy and frame work in the organization. This study can be used to evaluate the career achievement and EI at the elementary level, secondary level of all sectors which would provide policy makers at institutional level with information to help them create policies that enhance the career achievement and emotional intelligence.

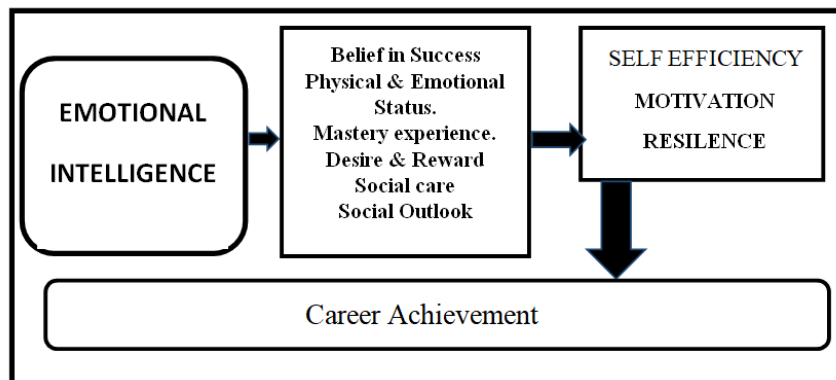
Originality of Research: the present research study provides a roadmap in understanding the EI of individual in career achievement along with several attributes like self-awareness, self-regulator, and self-motivator, manage performance under different circumstances and maintain emotions with co-workers.

Keywords: Emotional Intelligence, Career Achievement, Social Well-Being, Competencies, Attributes of EI.

Introduction

Emotional intelligence and achievement mind-set is a set of competencies. Achievement mind always directly influenced by manage the emotions at workplace. It is the capacity to analyse to know how to manage own emotions with encouraging positive relationship to enhance communications, resolve conflicts strive towards overall achievement. Emotional intelligence comprises of key factors such as self-awareness self-control, emotions with others, manage performance, social skills and other attributes of EI. It is proved that EI create pathway to have benefits with enhanced potential team work, accurate decisions, improve self-morale and greater adaptability to change in working place. High EI with strong interpersonal skills with conflict management with proper communication. EI can drive towards self regulate the individual emotions to avoid making impulsive decisions in working place. Professional life is a critical time when the employees start thinking about their career in the future due to technology intervention. Emotional and confidence are important factors in the career achievement decision making process. The process of selecting a particular path direction towards a career achievement can face many uncertain situations in workplace and leading them to stress and anxiety. EI and self-performance facilitate the employees in career decision making by allowing with challenges during job performance. The present study aims to check the dependency of demographic factors on career achievement, to examine the relationship between EI and dependent variables and to assess the impact of EI on career achievement.

Emotional Intelligence towards Career Achievement



Emotional intelligence is very significant element of an individual which is more crucial to maintain individual self-control, endure, persevere and self-motivate. EI is nothing but the ability to manage, understand effectively by their own emotions as well as others emotions. This EI always impact on interpersonal relationship, improved communication and potential in problem solving skills with critical thinking ability. The career achievement much depends on the several internal and external factors.

Literature review

Dr. Amanpreet Kaur et.al (2023), The researcher identified crucial area for EI study and they formed some of the factors which influence on teachers emotional intelligence. This study has been done in Hariyana with sample of 400 response. This study framed very significant objectives which identify the differences between professional development and emotional intelligence and also correlated between them. This study identified that there is always positive relationship between emotional intelligence and professional development. In every profession EI plays a significant role in development of individual.

Shumaila Shahzad et.al. (2020), The understanding of teacher's emotional intelligence is very imperative psychological construct which plays a significant role in teaching effectiveness. This study focused on to identify the EI and teaching effectiveness of university teachers. The study conducted in Punjab with a sample of 879 which includes teachers and their students which were selected on the basis of random selection. This study focused on several dimensions such as adoptability skill, general mood, interpersonal skills, intrapersonal skills and stress management. According to several studies on the similar area which shows there is greater relationship between emotional intelligence and effectiveness of teaching by any teachers.

Research Gap

The emotional intelligence is one of the crucial component for their routine activities. In case of profession every one rush to achieve their career in one or other way. In this case the achievement always depends on individual emotional intelligence. The psychological factor plays a crucial role in performing in different organization. But in different sector the employee emotions, psychology, skills and goals are very significant in performing effectively. There are several study has been done on the EI and employee performance and identified that there are different dimensions to understand the EI relationship with their career goal. The present literature study identified the research gap related to career achievement mainly depends on the EI of individual. Thus, the study is more significant in present conditions.

Research Methodology

The present study administered both primary and secondary data for analysis. This study framed well-structured questionnaire which includes demographic profile of respondents. The other part integrated with statements related to emotional intelligence, manage performance at work, emotions towards co-workers and career achievement. **Secondary data:** this section focused on collection of research articles, journals, and newspapers articles, recent trends about EI and career achievement. The variables for the study are dependent variables such as gender, Age, qualification, experience, income level and working sector. The independent variables such as emotional intelligence, manage performance, emotions with co-workers, career achievement and attributes. The study administered the simple random sampling technique with well-structured questionnaire to collect the response from different sector employees. The sample size is 49 valid response considered for the analysis and hypothesis testing.

Objectives of the Study

- To investigate the association of demographic factors on career achievement.
- To examine relationship between EI and dependent variables
- To analyse the impact of EI on career development of employees

Hypothesis of the Study

- H₀: There is no Association between demographic variable with career achievement
 H₁: There is an Association between demographic variable with career achievement
 H₀: There is no relationship between EI and dependent variables.
 H₁: There is an relationship between EI and dependent variables.
 H₀: There is no impact of EI on career achievement.
 H₁: There is an impact of EI on Career achievement

Table 1: Demographic profile of respondents

Independent		Frequency	Percentage
Gender	Male	26	53.1
	Female	23	46.9
Age in years	20 to 30	22	44.9
	31 to 40	21	42.9
	41 to 50	4	8.2
	Above 50	2	4.1
Qualification	UG	7	14.3
	PG	42	85.7
Experience in years	0 to 5	22	44.9
	6 to 10	9	18.4
	More than 10	18	36.7
Monthly Income Level in Rs	20,000 to 30,000	22	44.9
	31,000 to 40,000	13	26.5
	41,000 to 50,000	3	6.1
	More than 50,000	11	22.4
Working Sector	Other Sector	15	31
	Education	34	69

(Source: Primary data)

The above table shows the demographic profile and frequency of respondents. Male respondents are 53% and female occupied 47%. The age group such as 20 to 30 years 45%, 31 to 40 years 42%, 41 to 50 years 8% and above 50 years 4%. Qualification of respondents shows UG 14.3% and PG holders 85.7%. the experience of respondents shows that 0 to 5 years respondents are 44.9%, 6 to 10 years' experience are 18.4% and 36.7% of respondents have more than 10 years' experience. Income group such as 20,000 to 30,000 PM are 44.9%, 31,000 to 40,000 respondents are 26.5%, 41,000 to 50,000 income group are 6% and 22.4% of respondents have more than 50,000 income per month. Most important is working sector, 31% of the respondents working in different sectors (software, banking) and the 69% of respondents working in Education sector.

Table 1: Reliability Statistics

Cranach's Alpha	Cranach's Alpha Based on Standardized Items	N of Items
0.849	0.851	34

(Source: Primary data)

The above Cranach's Alpha shows the reliability and consistency for further analysis. The alpha value is 0.851 which shows very consistent in nature for the analysis. This study construct is developed construct for the study.

Table 2: Descriptive Statistics

	Emotional Intelligence	Manage Performance	Emotional co-workers	Career Achievement	Attributes EI
N	49	49	49	49	49
Mean	3.2857	3.0939	1.6599	1.2327	2.8061
Std. Deviation	0.37884	0.38752	0.49413	0.33503	0.52715

(Source: Primary data)

The descriptive statistics shows that the EI mean value is 3.2857 with SD 0.37884, Manage performance Mean is 3.0939 with SD is 0.38752. The variable emotional with co-workers mean is 1.6599, SD 0.49413, career achievement variable mean 1.2327 SD 0.3350 and Attributes of EI mean is 2.8061 SD 0.52715.

Association between Gender and career achievement

Table 2: Descriptive Statistics

	Value	df	Asymp. Sig. (2-sided)	Symmetric measure value
Pearson Chi-Square	13.534 ^a	6	0.035	0.526
Likelihood Ratio	17.832	6	0.007	0.526
Linear-by-Linear Association	.222	1	.638	
N of Valid Cases	49			

a. 12 cells (85.7%) have expected count less than 5. The minimum expected count is .47.

(Source: Primary data)

The above chi-square test represented that the association between gender of respondents and career achievement. The χ^2 value 13.534 with P value 0.035 which is less than 0.05. It is evidenced that there is association between gender and career achievement mind-set. The coefficient symmetric measures shows 0.526 which shows high strength of association. Hence, reject the null hypothesis and accept the alternative hypothesis.

Table 4: Association between Qualification and career achievement

Chi-Square Tests				
	Value	df	Asymp. Sig. (2-sided)	Symmetric Measures
Pearson Chi-Square	16.636 ^a	6	0.011	0.583
Likelihood Ratio	13.643	6	0.034	0.583
Linear-by-Linear Association	3.667	1	0.056	
N of Valid Cases	49			

a. 12 cells (85.7%) have expected count less than 5. The minimum expected count is .14.

(Source: Primary data)

The above chi-square test represented that the association between Qualification of respondents and career achievement. The χ^2 value 16.636 with P value 0.011 which is less than 0.05. It is evidenced that there is association between Qualification and career achievement mind-set. The coefficient symmetric measures shows 0.583 which shows high strength of association. Hence, reject the null hypothesis and accept the alternative hypothesis.

Table 5: Correlation between variables

Variables	R value	Sig value	Result
emotional Intelligence- manage Performance	0.381	0.007	< 0.05
Emotional co-workers – Attributes of EI	0.437	0.002	< 0.05

(Source: Primary data)

The above table shows that correlation between different variables of the study. The emotional intelligence and manage performance r value is 0.381 which shows positive and moderate relationship with p value 0.007 which is less than 0.05. This is evidenced that there is a relationship between emotional intelligence and manage performance. The relationship between emotional with co-workers and Attributes of EI is positively correlated with r value 0.437 with P value 0.002 which is less than 0.05. This identified that there is a relationship between Emotional co-workers and attributes of EI. The P value of two relationship shows less than 0.05, Hence reject the Null hypothesis and accept the alternative hypothesis. Hence, Reject the Null hypothesis and accept the alternative hypothesis.

Table 6: Regression Model

Model	DV	IV	β	T sat	R ²	F sat	P value
1	Manage performance	Emotional intelligence	0.381	3.97	0.14	7.98	0.00
2	Emotional towards co workers	Attributes of EI	0.437	8.007	0.19	11.11	0.02

(Source: Primary data)

The above regression analysis model represented that the influence of EI on manage performance. The beta identified that 0.381 which means 38 percent of the total variance in the manage performance explain by individual emotional intelligence. F value 7.98 which significance with 0.00. This result indicated that the EI has moderate influence on manage performance. The beta identified that 0.437 which means 43 percent of the total variance in the Attributes of EI Explained by Emotional towards co-worker. F Value 11.11 Which is significance with 0.02 this result indicated that Attributes of EI has moderate influence on Emotional towards co-worker. Hence, reject the null Hypothesis and accept the alternative hypothesis.

Table 7: Mann-Whitney Test to identify the career achievement mind with respect to working sector

Ranks				
	Working Sector Of Respondents	N	Mean Rank	Sum of Ranks
Career Achievement	Other sector	15	31.53	473.00
	Education Sector	34	22.12	752.00
	Total	49		

Test Statistics	
	career_Acheivement
Mann-Whitney U	157.000
Wilcoxon W	752.000
Z	-2.337
Asymp. Sig. (2-tailed)	0.019

a. Grouping Variable: Working Sector Of Respondents

(Source: Primary data)

The above Mann-Whitney test administered to identify the mean differences regarding career achievement mind-set across different sector such as education sector respondents and other sector respondents. There is difference in the mean is 9.41. This shows the mean value of other sector

employees is greater than education sector employees. The Sig P value is 0.019 which is less than 0.05. Hence, there is significant differences in the opinion regarding career achievement.

Findings

- The study found that majority of the respondents agreed that they are emotionally strong and they manage themselves towards achievement their career. The employees of every sector looking towards sustain in their field with self-motivated drivers such as self-development, self-regulatory and belief and reward for self-actualization.
- The study found that the career achievement mind-set will depends on the gender of respondents. The individual employees with respect to gender always associated with the career achievement decision. The basic needs such as monetary benefits stands first in the minds and in the next factor will be the career achievement in the minds of every individual employees irrespective of gender.
- The study found that the career achievement mind-set will depends on the different qualification of respondents. The individual employees with respect to qualification always associated with the career achievement decision. The basic attributes such as self-respect stand first and in the next row that will be the career achievement in the minds of every individual employee irrespective of qualification.
- The present study found that career achievement is depends on how the individual accept their work and how the behave on work. The job satisfaction always influenced by several factors. For every achievement there will be a strong mindset which drive towards success. All employees struggle to control their emotions under different circumstances in organization due to manage their day-to-day performance and emotions towards co-workers also affect the performance directly in organization.

Suggestions

- The employer must assess the employees' skills and involvement in execution of work and provide them several benefits that can help them to achieve their desire which influence their emotional intelligence
- The employer must adopt new function that is career counselling that can be helpful to identify the difficulties of employees on the job. The career counselling method can be very crucial to control their emotions and cultivate the best practices in employees in achieving their goal.
- The employer must conduct employee participation method in decision making in several circumstances that can be motivating factors for employees to involve in decision making and employer must recognise best practices of each individual employees which influence on their EI.
- The employer should mention the roles and responsibilities of each individual employees that will be influence on their involvement and achievement mindset. The organization must observe the individual employees stress level and anxiety while on the job and suggest them to consult counselling consultant in the organization that can control the stress and anxiety. This will help them to perform better.

Conclusion

The result of the study clearly exhibits that the respondents have positive attitude towards career achievement in their work. They have positive mindset and they feel confident in their potentialities to perform better in the organization. According to this study the employees of all sectors are very proactive in nature towards career achievements and high level of confidence in achieving their goal with consistent and controlled emotions. The EI has been strong factor in creating roadmap for achievements along with controlled stress and anxiety in an organisation under different circumstances. The study identified that the influence of EI on career achievement depends on career counselling programs at the institutional level such as workshops, seminars and other activities it could be very effective for greater potential for future growth. Now a days the role of EI is significantly increases towards survival and achievement.

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