

EMOTIONAL INTELLIGENCE- A PREDICTOR OF TEACHER'S EFFECTIVENESS

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ABSTRACT

Emotional Intelligence is the capability of the person to understand, manage and regulate his or her own emotions and possess ability to regulate the emotions of others as well. The five key elements of emotional intelligence are self-awareness, self-regulation, motivation, empathy and social skills. The blend of these skills or elements makes a person emotionally intelligent. Teacher effectiveness is generally defined as the teacher's ability to utilize approaches, strategies, connections to students and a particular set of attitudes that lead to improved student learning and achievement. Teacher effectiveness is influenced by different factors like subject mastery, motivation strategy, student-teacher interaction, personal attitude, effective communication, classroom management, presentation strategy, academic support and evaluation and feedback etc. Effective teaching impacts students's academic achievement, physical, emotional, social and behavioural well-being. Emotional Intelligence act as an indicator and predictor of teacher effectiveness as it prepares the teachers to become effective teacher equipped with all the key skills which ultimately makes them emotionally intelligent teachers and bringing effectiveness in teaching learning process. This paper makes an attempt to explain and highlight the importance of emotional intelligence and how it acts as predictor of teacher effectiveness.

Keywords: Liquidity, Cash Conversion Cycle, Current Ratio, Dividend, Cash Management.

Introduction

Education is a constructive lifelong process which drags a person from darkness and leads him to the pool of prosperity, knowledge and happiness by developing his personality in all aspects i.e, physical, emotional and spiritual. It is a lifelong process that starts from the birth of the individual and continues till death. According to John Dewey, a school is a miniature social system. Teacher Effectiveness is often evaluated by measures of student achievement. Teachers have immense potential to affect student's academic outcomes (Anderson,2004). There are evidences indicating that schools make a difference in terms of student achievement and the significant factor responsible for this difference is attributable to teachers. Teachers are one of the most important and significant factor affecting students academic achievement. Teaching is both an art as well as science. Teaching is an art as the teacher can change her teaching style as per need of the learners and according to situation. Teachers need some vital soft skills like leadership, effective communication and qualities like sensitivity to student's needs, sympathetic attitude towards students so that they can open up with their their educators in conveying their needs and expectations. Teaching is a science as there are some rules and regulations which needs to be kept in mind while teaching learning process. Effective teaching is not mere acquisition of bookish knowledge but in fact it is an impactful interaction between teachers and pupil during teaching learning process and understanding, addressing and handling the emotions of students or learners at the right time and in the right manner. Teaching is not everybody's cup of tea as it requires skills of effective teaching which ultimately leads to teacher effectiveness.

An effective teacher sparks student's desire to learn. Teachers' must possess the vital skills, personality characteristics and behaviour that impact student's motivation to learn. Teachers' plays a vital role in bringing balanced emotional development, providing proper guidance to them and their parents, providing ideal examples and by providing them scope to release their emotions and outlet for emotional energies of students by organizing various curricular and co-curricular activities.

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Concept of Emotional Intelligence

The concept of emotional intelligence has recently gained a lot of attention and a great amount of interest from academicians all over the world. Emotional intelligence is considered to be important as it positively affects the academic achievement of the students not only the years till they are formally taught within the four walls of classroom but also prepares the students for future life. Apart from basic intellectual intelligence, human beings are strongly motivated through emotions. In psychology, emotion is often defined as a complex state of feeling that results in physical and psychological changes that influence thought and behavior. Emotionality is associated with range of psychological phenomenon including temperament, personality, mood and motivation. In the traditional academic context, Pekrun and Stephen explored achievement, showing that positive emotions can predict creative thinking and reflecting, thereby supporting academic performance, whereas negative emotions are more associated with lower levels of performance. Teachers must possess emotional intelligence as it is the ability to understand the emotions of self and others too. Emotional intelligence leads to self awareness that enables us to recognize our feelings and manage our emotions and which will also have significant impact in the learning curve. Emotions basically are our own response to external forces and to the world around us and they are created by combination of our thought process, feelings and actions. Emotions if properly expressed and applied can play significant and positive role for successful and fulfilling life but if emotions goes out of control and expressed inappropriately, it can result in disaster. In our daily life, emotions greatly affect our relationships with people around, our self identity and ability to comprehend other people emotions and reason for their behavioural reactions. Emotions are our own personal experiences that comes out from complex interplay among physiological , cognitive And situational variables. The cognitive processes must be in control of emotions to bring effectiveness so that they work in our favour rather than against. This leads us to know the importance of emotional intelligence.

Emotional intelligence is the ability to understand your own emotions and those of people around. Emotional intelligence creates self awareness in individual that enables to recognize feelings and manage. Emotional Intelligence creates a balance between heart and mind which ultimately leads to a balance between emotions and intelligence. Emotional intelligence defines how well you use what smartness you have or possess. A high IQ is no guarantee of prosperity or happiness in life and when emotions are acknowledged and guided constructively they can enhance intellectual performance. People with well developed emotional skills are more likely to be more effective and self satisfied within themselves and it also brings efficiency at work and bring more productivity at work. Emotional intelligence is a master aptitude, a capacity that significantly affect all other abilities.

Originally, the term emotional intelligence was created by two researchers, Peter Salovey and John Mayer in their article " Emotional Intelligence" in the journal *Imagination, Cognition and Personality* in 1990 later the concept of emotional intelligence was popularized by American Psychologist Dr. Daniel Goleman in 1995 when he published his book " Working with Emotional Intelligence". He argued that human competencies such as self-awareness, emotional management, persistence, motivation and empathy are more important in life that IQ. In general , Emotional Intelligence is the accumulation of all non-cognitive capabilities, competencies and skills that influence one's ability to succeed in coping with environmental demands and pressures of everyday life. It is the ability to perceive accurately, comprehend and express emotions and an ability to regulate emotions to promote growth

Definition of Emotional Intelligence

- According to Peter Salovey and John Mayer (1990), Emotional Intelligence is defined as "ability to monitor one's own and other's feelings and emotions, to discriminate among them and to use this information to guide one's thinking and actions."
- According to Daniel Goleman, "Emotional Intelligence is the capacity for recognizing our own feelings and those of others for motivating ourselves and managing emotions well in ourselves and in our relationships."

Components of Emotional Intelligence

According to Mayer and Salovey (1990) Emotional Intelligence is categorized into five domains:

- Self-Awareness: Observing yourself and recognizing of feelings as it happens.
- Managing Emotions: Proper management of emotions helps us in realizing what is behind a feeling. It helps in managing our emotional responses towards a particular situation or event.

- **Motivating Oneself:** It act as a drive towards accomplishment of a particular goal. It means channeling emotions in the service of a goal.
- **Empathy:** It refers to the ability to sense other people's emotions, coupled with ability to imagine what someone else might be feeling or thinking.
- **Handling Relationships:** Development of social competence and social skills.

Daniel Goleman (1995) identified five elements as components of emotional intelligence which are as follows:

- **Self-Awareness:** It is the ability to recognize, understand and accept one's own emotions, drives, strengths and weaknesses as well as to see how these affect other people and self too.
- **Self-Regulation:** It refers to managing and handling impulses, disturbing feelings and emotions, normal day to day stress rather than denying or repressing these emotions.
- **Motivation:** It helps in the achievement of goals and bringing efficiency and productivity at work. It provides the drive , enthusiasm and zeal to shape our thoughts and actions.
- **Empathy:** It refers to ability to put oneself in other person's shoes and look at the things or things from other person's perspective. It is one of the most important core competency to become emotionally intelligent.
- **Social Skills:** It refers to the ability to build rapport with other people around. It is the ability to create social networking and develop effective social interaction.

Concept of Teacher Effectiveness:

Teacher Effectiveness is the most important component of the education process within schools for pupils attainment. Teacher Effectiveness can be defined as a teacher's ability to utilize approaches, strategies, connections to students and a particular set of attitudes that lead to improved student learning and achievement (Strong, Ward and Grant, 2011). Within a educational institution for the development of the learners the institution and the teachers require to be effective in their approach and strategies. Teachers need to inculcate the traits of efficacy, efficiency, helpfulness, success and prove to be valuable assets to administrators, other staff members and their students. Teacher effectiveness is generally taken to be concerned with students, their academic achievement, classroom procedures and implementation of teaching strategies within classroom but besides focusing upon the performance of the students, effective teachers have to be clear about instructional goals, possess sufficient knowledge about content, practice basic emotional intelligence skills to that they could understand the student and address their educational needs efficiently.

Characteristics of an Effective Teacher

Twelve Characteristics of an Effective Teacher as given by Robert J. Walker :

- **Prepared :** Effective teachers comes to class each day ready to teach. They maintain proper and clear planning before coming to class.
- **Positive:** Effective Teachers have an optimistic attitude about being a teacher and about their work and students.
- **High Expectations:** Effective teachers do not limit on any students and believed they all can be successful.
- **Creative:** Effective teachers never make their teaching monotonous and boring for children and the plan their teaching session with their creative ideas.
- **Fair:** Effective teachers treat all the children equally without being partial towards some students.
- **Personal Touch:** Effective teacher have personal bonding with their children and understand their emotions and address their needs accordingly.
- **Develops a sense of Belonging:** Effective teachers themselves practice the sense of belongingness and develops it in the students too.
- **Admits Mistakes:** Effective teachers are not rigid in their approach towards teaching and they are flexible and accept their mistakes and corrects them.
- **Sense of Humour:** Effective teachers have a sense of humour which is a decent one and makes the class interesting and lively.

- **Gives Respect to students:** Effective teachers gives respect to students and respects their emotional needs.
- **Forgiving:** Effective teachers are forgiving in nature. They do not hold grudges and take revenge from students or with other staff members at workplace. They are humble and forgiving
- **Compassionate:** Effective teachers are compassionate towards their profession.

Emotional Intelligence and Teacher Effectiveness

Emotional Intelligence play an important role in bringing teacher effectiveness. Teachers with high emotional intelligence competencies are optimistic, adaptable, collaborative, confident, authoritative, approachable and ethusuatic. They have effective communication skills, better abilities for conflict resolution, decision making and skill of problem solving and high self esteem. Being highly motivated they are more assertive and more responsible. Teachers play a pivot in cultivating good character and self discipline among students. Teacher can foster positive and healthy relationship with their students, by carefully listening to their needs and expectations from teachers.

Wash and Maffei (1994) concluded that relationship between the student and the teacher is an important factor for teaching effectiveness. A good teacher-student relationship makes education more enjoyable experience for both teachers and students, improves student evaluations of teachers and enhances student learning.

Hwang(2006) concluded that teachers who have superior competencies, comfort, empathy, leadership and self esteem tend to perform better than other teachers who lack skills of emotional intelligence.

Jha and Singh (2012) investigated relationship between emotional intelligence and teacher effectiveness of undergraduate faculty. Data Analysis revealed strong positive relationship between emotional intelligence and teacher effectiveness.

Various other studies found significant relationship between emotional intelligence and teacher effectiveness and all these studies helped and added as body and knowledge to understand their relationship among each other and how it act as the predictor of teacher effectiveness.

Conclusion

Emotional intelligence plays an important part in every aspect of people's life. Emotional intelligence makes teacher effective as it provides them skills to deal with students. To develop emotionally intelligent teachers, it is important that preparation and maintenance phases of their training process must be considered well. It is important to train future teacher with skills of emotional intelligence.

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