



ESTABLISHING AN EFFECTIVE ORGANIZATION IN NGOs USING EMOTIONAL INTELLIGENCE OF LEADERS

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ABSTRACT

Emotional intelligence is characterized as the ability to monitor their own emotion and emotions of other people. People with emotional intelligence are capable of creating effective organization in NGOs. Due to the complexity in job, stress, organization the emotional intelligence people will create positive energy in the organization to get good results. Emotional intelligence have a self-awareness, social awareness, relationship management, self-management, it will make motive yourself. The main objective of the research is to analysis the emotional intelligence leaders and build an effective organization in NGOs field. And also analysis the significant relationship between organizational effectiveness and emotional intelligence. The result from analysis emotional intelligence build an effective organization in NGOs.

Keywords: Emotional intelligence, Effective organization, NGOs

INTRODUCTION

The success of the organization depends on the effectiveness of the leadership therefore, ability to identify as well as define effective leadership in utmost important. The leadership is more technical expertise, superior performance and experience. Recently leaders are inspiring individual, motivators, promoting good work environment, building bonds, Communicator, Managing emotion and so forth. Effectiveness of the leadership linked with an Emotional intelligence. Emotional



intelligence deals insight with the emotional state of the individual. The best interest to the Non-Government organizations can only be made if the emotional state of the individual involved in decision making process. A leader capable of reading the employees emotion and noble is essential component to be effective as leader. Due to the complexity in the job because of the globalization, leadership change, stress on work, the emotional intelligence of the manager and how manage themselves as leaders and make decision is growing difficult topic. Emotional intelligence becoming significantly in abilities, skill and capabilities in every aspect of work ranging from effective leadership, social skill, human resource development and team building. Decision are making pushed down according to the chain of command hence; better decision from the leaders and it will ultimately lead better organizational effectiveness. Complexity effective decision will make from leader and achieved through making new process and procedures. The emotional intelligence to reduce stress and improve the performance, and motivating the subordinates within the organization. The productivity of the employees and goals by putting positive impacts on the society as a whole. To identify the emotional intelligence have specific context and assumption, managerial effectiveness. The study hence deals with correlation leadership, emotional intelligence for organizational effectiveness.

REVIEW OF LITERATURE

The emotional intelligence impact on organizational effectiveness in NGOs

The impact of EI starts with the maintenance and enrollment of ability. Case in point, as Claudio Fernández-Aráoz focuses out in Chapter Eight, the degree to which competitors' enthusiastic knowledge is considered in settling on top official procuring choices has a noteworthy effect on a definitive achievement or disappointment of those administrators. The enthusiastic knowledge of the persons doing the enlisting is likewise vital for good employing choices. Passionate knowledge likewise influences the advancement of ability. Case in point, Kathy Kram and I (Chapter Eleven) demonstrate how connections at work can add to the advancement of ability. Be that as it may, not all connections are similarly successful in doing as such. The emotional intelligence of the guide,



manager, or companion will impact the capability of an association with that individual for aiding authoritative individuals create and utilize the ability that is critical for organizational effectiveness.

Sources of EI in Organizations

Emotional intelligence, as Goleman (1995a) pointed out in his first book on the theme, develops principally through connections. In the meantime, emotional intelligence influences the nature of connections. Kram and I (Chapter Eleven) take note of that both formally orchestrated connections and actually happening connections in associations add to emotional intelligence. Connections can assist individuals with turning out to be all the more candidly clever notwithstanding when they are not set up for that reason. The model recommends that at last any endeavors to enhance enthusiastic knowledge in associations will rely on upon connections. Indeed, even formal preparing intercessions or human asset strategies will influence enthusiastic knowledge through their impact on connections among people and gatherings in the association.

Emotional intelligence and effective leadership

Emotional Intelligence has become more and more in style as a live for distinctive doubtless effective leaders, and as a tool for developing effective leadership skills. There's very little empirical research that substantiates the effectiveness of emotional intelligence in these areas. The aim of the present paper is to explore the link between emotional intelligence and effective leadership to gauge the tendency of emotional management of the proletariat each male and female at a social control level in an exceedingly personal and public sector of Pakistan principally banking sector. A survey of fifty folks is conducted by distributing.

Leadership Transactional

Transactional leaders occur, when a leader exchanges something of economic, psychological value with a supporter; these exchange based on leaders identifying performance and clarifying the conditions.

Emotional Intelligence and Transformational Leadership



The ability to understand accurately, appraise, and specific emotion; the flexibility to access and/or generate feelings after they facilitate thought; the flexibility to know emotion and emotional knowledge; and also the ability to manage emotions to push emotional and intellectual growth as emotional intelligence.

Emotional Intelligence and Temperament

Leader's spread the positive thoughts to enhance team performance. Optional that team leaders, the positive affective tone of their teams through emotional contagion. Enhances team performance over motivational, attitudinal, and behavioral team process.

STATEMENT PROBLEM

In spite of the fact that psychologist have been contemplating parts of emotional Intelligence in organization for a considerable period of time, the idea as it is currently comprehended seems to be always new. There still is much that is vague about the way of emotional Intelligence, the path in which it ought to be measured, and its effect on individual performance as a leader and organizational effectiveness is still a research questions. Now and again this absence of clarity has prompted struggle and debate among scientists and experts.

Another uncertain issue concerns the relative prescient force of EI and IQ. Although previous studies has contended that EI represents a greater amount of the fluctuation in individual and group performance than simply cognitive ability does, most researchers surrenders that the issue is unpredictable. A portion of the issue is that these capacities are not fundamentally unrelated: emotional intelligence by any definition is truly a mix of intellectual and cognitive center. Number of scientists has recommended somewhere else, the pith of passionate knowledge is the joining of the emotional intelligence of the mind and the subjective focuses. Thus, Mayer, Salovey, and Caruso (2000) think about EI as an arrangement of abilities that include handling data about feeling. Since the total study here deals with analyzing cognitive and emotional judgment of leaders in building organizational effectiveness, the process might lead to complex and many different variables.



Experimental exploration will leaves little uncertainty that (1) IQ and different measures of cognitive ability are restricted in their energy to foresee who will succeed and (2) measures of EI are emphatically corresponded with execution in specific circumstances. It is thereby here Descriptive, qualitative and analytical study is carried out derive most closely accurate result.

OBJECTIVE

- To study the basis for emotional intelligence
- To investigate the significant relationship between organizational effectiveness and Emotional intelligence.
- To investigate whether individual leaders have more Emotional and heading effective organization
- To suggest the leaders organization to implement effective organization through emotional intelligence concept.
- To consider various variable associated with emotional intelligence for organizational effectiveness.
- To formulate an effective model in leadership, emotional intelligence and organizational effectiveness.

HYPOTHESIS

H₀: There is no significant relationship between the inspirational leaders and emotional intelligence of them in achieving the organizational effectiveness.

H₁: There is a significant relationship between the inspirational leaders and emotional intelligence of them in achieving the organizational effectiveness.

H₀: There is no significant relationship between emotional intelligence and leaders in building an effective organization.



H₂: There is a significant relationship between emotional intelligence and leaders in building an effective organization.

RESEARCH METHODOLOGY

Descriptive, qualitative, and Analytical research method is planned to get utilized in the study, this study involves surveying, fact finding of primary data and analytical analyzes on secondary data. The study involves making use of systematic Random Sampling, i.e. selecting samples with equal numbers from different location considered for the study. The samples chosen from the population. The study data collection through questionnaire and scheduled interviews. Which act as a source of evidence in future point for further research and interpretation of information. The SPSS tool we are using for statistical analysis on the data received. In this application our study to perform Chi-Square and correlation test on the received data for hypothesis testing. This makes the respondent and researcher convenient and make more comfortable during the time of analyses and interpretation with the same data derived through Google forms a sample size of 600 is proposed of study.

RESULTS & DISCUSSION

Parameters	Relationship between leaders and emotional intelligence	Achieving the organizational effectiveness.
Strongly Agree	240	238
Agree	180	182
Neutral	80	80
Disagree	65	65
Strongly Disagree	35	35
Total	600	600

Table 1: collected data based on achieving the organizational effectiveness

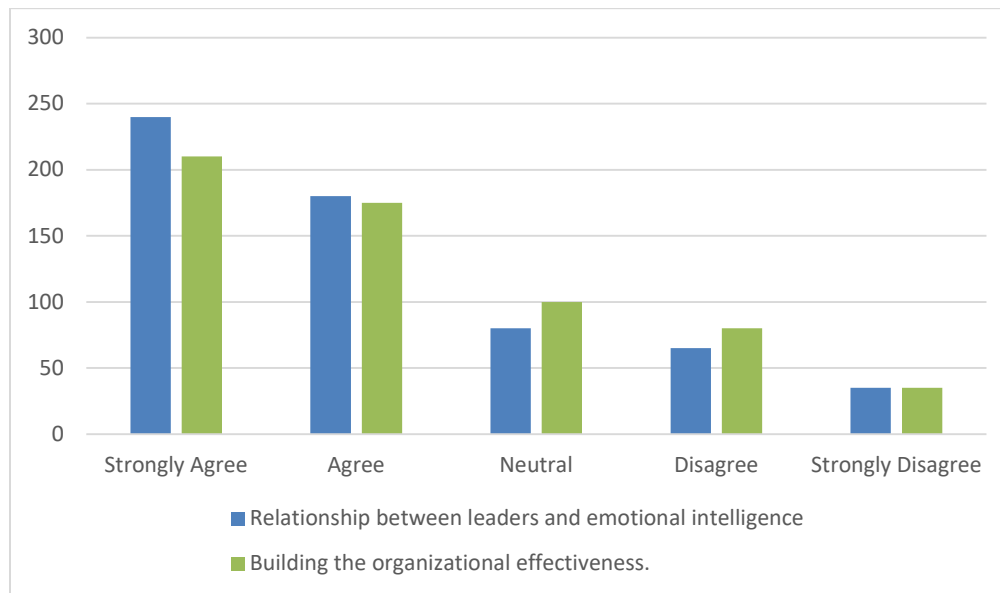


Figure 1: collected data based on leaders and emotional intelligence.

For analysis the effective organization growth in emotional intelligence the data collected from the figure 1 shows that the response of view about the relationship between leaders and emotional intelligence for effective organization. Table 1 show the respondents view about the leaders and emotional intelligence growth in the effective organization due to the relationship.

Parameters	Relationship between leaders and emotional intelligence	Building the organizational effectiveness.
Strongly Agree	240	210
Agree	180	175
Neutral	80	100
Disagree	65	80
Strongly Disagree	35	35
Total	600	600

Table1: collected data based on building the organizational effectiveness.

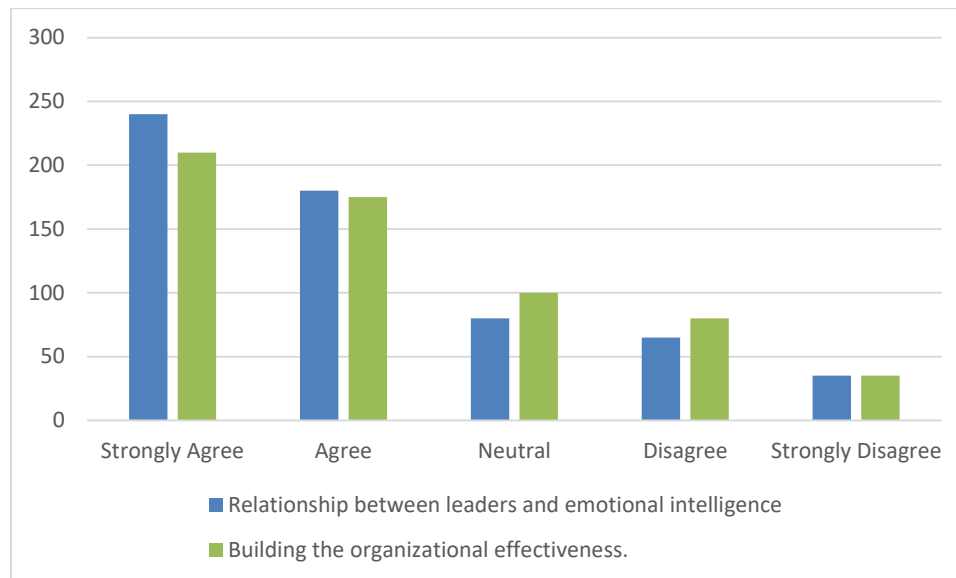


Figure 2: collected data based on building organization effectiveness.

For the above data it is reveal that the leaders and emotional intelligence growth in effective organizational due to the relationship in the companies. In figure 2 shows impact of the leadership and its impact of the emotional intelligence growth in effective organization. Table 2 shows the most of agree for outsourcing impact on emotional intelligence growth in effective organization.

Chi-square Test:

Chi-square test is applied to find out if there is statistically significant difference in the following risk factors.

	Df	Asymp. Sig.(2-sided)	Exact Sig. (2-sided)	Exact sig. (1-sided)
Person chi-square	4	0.214		
Continuity correction	4	1.000		
Likelihood Ratio	4	0.81		



Fisher's Exact Test	4		1.000	0.500
Liner-by-Linear Association	4	49.1		
N of Valid Cases	4	0.214		

Table 4: chi-square test for emotional intelligence for effective organization growth

The value of chi-square for the lack of management support and legacy software is 15.000 with df -4

Correlation Analysis

	Mean	Std.Deviation	N
	31.90	14.217	600
Significant growth in organization	24.78	18.241	600

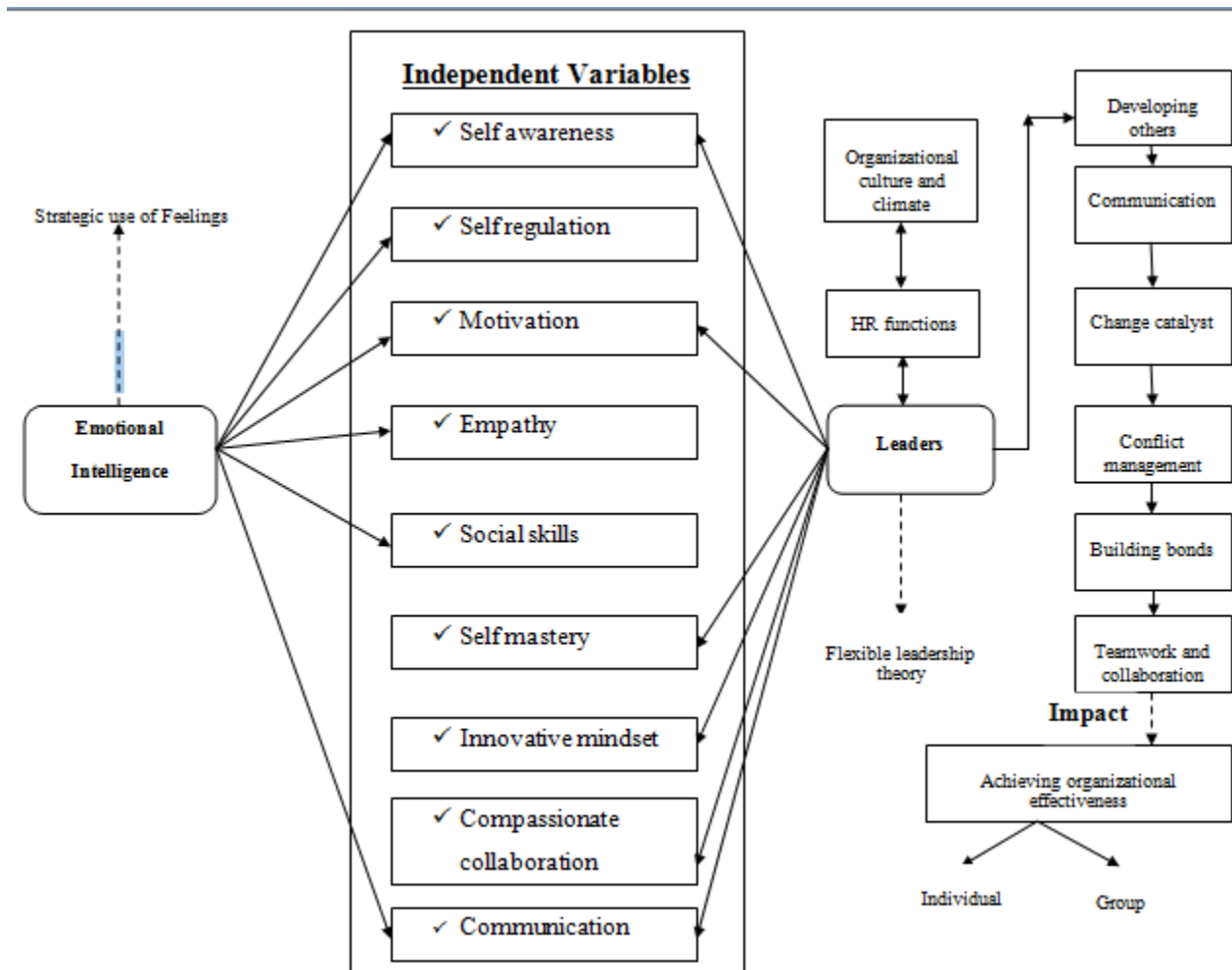
Table 5: Correlation Analysis for impact of emotional intelligence on effective organization

CORRELATIONS

Particulars		Variable X	Variable Y
Achieving the organizational effectiveness.	Person correlation	1	1.000
	Sig. (2-tailed)		0.8147
	Sum of square and cross-products	9741.321	8147.147
	N	600	600
Building the organizational effectiveness.	Person correlation	1.000	1
	Sig. (2-tailed)	0.9741	
	Sum of square and cross-products	8147.147	9741.321
	N	600	600

Table 6: correlation analysis for the impact of emotional intelligence in organizational effectiveness.

Framework:



CONCLUSION

In this study, the achieving and building for the effective organizational is analyzed using both primary and secondary data. Questionnaire has been prepared with respect to the respondent profile, analyzing the reason for emotional intelligence growth in effective organizational and relationship between leaders and emotional intelligence in organization. The findings of the research show that the emotional intelligence and leaders is the most important to growth the effective organizational. The chi-square test, correlation analysis for the collected primary data effective organization growth. The relationship among the risk factors is validated and tested. From the above



calculated risk factors it is found that the proposed framework is validated by identifying the risk factors and the effectiveness improved when the risk factors are significant using chi-square and when the risk factors are insignificant using t-test. Based on the findings of the study the effectiveness organization improved by emotional intelligence.

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