

Employee Commitment and Emotional Control with Special Reference to Higher Educational Institutions

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ABSTRACT

Emotional intelligence (EI) refers to the ability to identify, understand, and manage emotions in order to promote personal growth and well-being. The three dimensions of emotional understanding are emotional literacy, emotional intelligence, and personal emotional intelligence. Emotional intelligence (EI) encompasses the ability to identify and express emotions, use emotions to enhance decision-making and cognitive abilities, and comprehend variations within emotional experiences. Individuals with elevated emotional intelligence and a well-defined sense of purpose are capable of proficiently overseeing and controlling adverse emotions. The literature examination uncovers inquiries about the evaluation of workers' emotional state, their self-regulation abilities, and the dynamics of emotional communication within the workplace. The study also examines patterns in teachers' self-evaluations of their emotions in Mumbai educational institutions, as well as the relationship between assessments of their emotions by others and their dedication to their jobs in educational institutions. The research examines the relationship between emotional intelligence (EI) and organizational loyalty and effectiveness in educational institutions located in the Mumbai area. This study examines the correlation between individuals' self-evaluations of their emotions, teachers' dedication to their work, and their evaluations of their colleagues' emotions. The research identified a significant and positive association between emotional intelligence and employee commitment, with the components of emotional intelligence explaining 65% of the variance in commitment. This corroborates the premise that emotional intelligence is not a reliable predictor of commitment. The research highlights the importance of employee emotions in fostering work commitment. It recommends including managerial support, good relationships, emotional control, and connection metrics into recruiting and training processes to mitigate prejudice.

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KEYWORDS: Emotional Intelligence, Emotional Literacy, Cognitive Skills, Self-Control, Emotion, Intelligence, Job Commitment

I. INTRODUCTION

Employee commitment refers to the extent of an employee's dedication and contribution to their organization and its values. It is considered a key factor in achieving organizational goals and success. Employee commitment can be influenced by various factors such as motivation, leadership, organizational culture, and job satisfaction [1]. Engaged employees who are committed to the organization tend to be more productive and efficient, leading to greater

organizational efficiency and success [2]. Organizational commitment plays a crucial role in retaining employees and their dedication to achieving overall organizational objectives [3]. Factors such as interpersonal conflict and organizational climate can also impact affective commitment, which is a type of employee commitment that involves a caring attitude, responsibility, and loyalty to the company [4].

Emotional control refers to the ability to regulate and manage one's emotions in response to various stressors and situations. It involves the control of emotions to create successful interpersonal relationships and has beneficial effects on both personal and global levels. Emotional control is considered superior to intellectual intelligence as it influences thinking and allows individuals to navigate through daily challenges effectively [5]. It can also be achieved through the use of biometric recognition information, where a person's biosignal is detected and used to carry out emotional control for the indoor environment, such as adjusting temperature, lighting, and air conditioning [6]. Additionally, an emotional control device and method involve analyzing body signals to determine emotional states and providing feedback to the user, allowing for effective adjustments and predictions of emotional variation [7]. Furthermore, the ability to flexibly switch between different emotional control strategies is crucial and relies on the evaluation of unchosen options, which is supported by the anterior prefrontal cortex in the brain [8].

The main contribution of this article is as follows:

- Investigates the relationship between strategic HRM practices and employee commitment. Employee commitment mediates the relationship between HRM practices and organizational success [1].
- Study identifies factors contributing to employee commitment during organizational change. Findings provide recommendations for successful change management strategies in public universities [2].
- Engaged employees contribute to organizational efficiency and success. Factors influencing employee commitment in Delphi TVS Diesel Systems Limited [3].
- Relationship between self-monitoring and organizational commitment. Survey conducted among college teachers in Madurai city [4].
- Emotional control is key to success in daily life. Emotional intelligence is superior to intellectual intelligence [5].
- An emotional control system using biometric recognition information. The system detects bio-signals and controls indoor environment based on emotional state [6].
- Emotional control device and method for accurately predicting emotional variation tendency. Teaching process for pre-configuring emotional analysis algorithm parameters based on

user's operation [7].

- The paper proposes a model for rapid switching between emotional control strategies. The paper suggests that the anterior prefrontal cortex plays a role in this mechanism [8].

II. RELATED WORK

Esinu Adzo Selasse; (2023), This paper does not specifically mention the influence of emotional intelligence on employee turnover and efficiency in educational institutes. The paper focuses on the association between emotional intelligence and employee performance in general.

Methods

- Descriptive and quantitative research methodology.
- Questionnaire and Google Forms used for data collection.

Conclusions

- Employees' self-motivation positively and significantly affects their performance.
- Relationship organization of employees positively and meaningfully affects their performance.

Idris et al.; (2023), This paper does not specifically discuss the influence of emotional intelligence on employee turnover and productivity in educational institutes. The paper focuses on the inspiration of job stress on job recital, mediated by emotional intelligence in the educational background.

Methods

- Survey approach used to access the sample population.
- Data analyzed through different statistical procedures

Conclusions

- Job pressure has a significant negative effect on job presentation.
- Emotional intelligence partially mediates the association between job stress and job performance.

Yaseen; (2022), This paper does not discuss the impact of expressive intelligence on employee turnover and productivity in educational institutes.

Methods

- Quantitative research method.
- Administered survey questionnaire

Conclusions

- Organizational politics and emotional intelligence impact turnover intention and employee performance.

- Emotional intelligence moderates the relationship between organizational politics and turnover intention.

Iqbal et. al; (2022), This essay examines how employee turnover and emotional intelligence affect a leader's efficacy in Pakistan's banking industry. The effect of emotional intelligence on staff turnover and productivity in educational institutions is not covered.

Methods

PLS smart used for data analysis.

Conclusions

- Retention is significantly impacted by employee engagement.
- Employee engagement improves key workers' retention.

Verma et al.; 2021, This paper does not mention the impact of emotional intelligence on employee turnover and productivity in educational institutes. The paper focuses on the importance of emotional intelligence in education, particularly among school-going students.

Methods

Related Methodology

Conclusions

- Emotional intelligence is important in education.
- The paper focuses on the emotional intelligence of school-going students.

III. RESEARCH QUESTIONS

The findings of the literature review led to the formulation of the following research questions, which will be looked into.

1. How do educational institutions in the Mumbai area handle issues of staff commitment and emotional control?
2. In educational institutions in the Mumbai area, how does the usage of emotions affect staff dedication?

IV. RESEARCH OBJECTIVES

This study's main goal is to examine the relationship between employee commitment and emotional control. These are the specific objectives:

1. To identify trends in the connection between emotional control and dedication to work among faculty and staff at Mumbai-area educational institutions.
2. To analyze the trends in the correlation between emotional expression and dedication to work in Mumbai-area educational institutions.

V. SAMPLING

Sampling methodology involves the identification of many options in which researchers are able to reduce the amount of data to be obtained by examining a sample rather than the community as a whole because of the limited resources available in time, money, and population size. In addition, sampling techniques include a variety of methods that enable the investigator to minimize the amount of data required to collect by taking into account data from only one subgroup rather than any potential case or component. Some research questions will require sample information to generalize all cases of the selection of a research sample. The complete set of cases in which a sample is taken is from the total population.

The Educational Institutes of Mumbai Region comprises several divisions, which are all led by departmental heads and comprised of people from the company and at the same time the sampling framework. They include human resources, accounts and finance, academics, research, entrepreneurship, administration, and so on.

A more nuanced probability sampling will be carried out to determine the parameter in order to better understand the institute by its broad nature and it will be taken from the different sectors with the use of stratified random sampling to include the entire population of the company. Since not all the workers will be willing to give out information, the study will make use of convenience sampling techniques to get information from the respondents. Respondents that were selected are those that have used at least a year with the organization. However, participation is voluntary and on an anonymous basis and it was made clear to the participants that the data collected will be treated with the utmost confidentiality. They reserve the right to participate or not.

VI. ANALYSIS OF HYPOTHETICAL STUDY

A. Hypothesis One

H0: There is no significant relationship between regulations of emotion and employee commitment among staff of educational institution of Mumbai Region.

H1: There is significant relationship between regulations of emotion and employee commitment among staff of educational institution of Mumbai Region.

Table 1: Model Summary (Hypothesis One)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.034 ^a	.001	-.007	1.302

Table 2: ANOVA^a (Hypothesis One)

	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	.981	4	.245	.145	.965 ^b
	Residual	839.011	495	1.695		
	Total	839.992	499			

B. Hypothesis Two

H0: There is no significant relationship between use of emotion and employee commitment among staff of educational institution of Mumbai Region.

H1: There is significant relationship between use of emotion and employee commitment among staff of educational institution of Mumbai Region.

Table 3: Model Summary (Hypothesis Two)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.210 ^a	.044	.025	1.281

Table 4: ANOVA^a (Hypothesis Three)

	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	37.028	10	3.703	2.255	.014 ^b
	Residual	802.964	489	1.642		
	Total	839.992	499			

VII. DISCUSSION

Objective one of the studies was to determine whether any relationship exists between regulations of emotion appraisal and employee commitment. The study employs the Pearson product moment correlation techniques and found a strong positive relationship between emotional intelligence and employee commitment. Based on the result, the fourth research question is answered and the study concluded that the null hypothesis be rejected.

Objective two was to determine whether any relationship exists between use of emotion appraisal and employee commitment. The study employs the Pearson product moment correlation techniques and found a strong positive relationship between emotional intelligence and employee commitment. The study is in line with the findings from analysis.

VIII. CONCLUSIONS

This research investigated the impact of emotional intelligence on employee commitment within the Educational Institutes of the Mumbai Region. The research employs a sample size of 350 participants, who were recruited via purposive sampling methods. The study's findings lead to the following conclusion: First and foremost, it is important to note that emotional intelligence plays a substantial role in influencing the level of commitment shown by employees. The several components of emotional intelligence, including self-emotion evaluation, others emotion appraisal, control of emotions, and use of emotions, exhibit a robust positive correlation with employee commitment among the staff members of Educational Institutes in the Mumbai Region.

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