

Resumen

Actualmente, en el mundo de las Organizaciones, se busca que el empleado esté comprometido con su trabajo, esto es, el engagement en su puesto de trabajo. La presente investigación, con una muestra de 65 participantes de 2 empresas valencianas, va a analizar la diferencia en los niveles de IE entre personas de ambos sexos y además la relación de la IE con el engagement. Los resultados evidenciaron que los participantes de sexo femenino mostraban mayores niveles de Inteligencia Emocional. Por otra parte, el grupo con mayores niveles de Inteligencia Emocional también tenían mostraba un mayor nivel de Engagement en su puesto de trabajo. Por tanto, los datos obtenidos apuntan hacia desarrollar una intervención orientada a la maximización de Inteligencia emocional como variable clave en el Engagement.

Abstract

Nowadays, living in a world of Organisations, enterprises look for employees who are Committed to their work, this is the Engagement at their work place. The following research carried out to 65 participantes in 2 Valencian enterprises will analyse the diferent levels of E.I.among people of both sexes un addition to their relation between E.I. and Engagement. The results obtained show that the women participants showed higher level of Emocional Intelligence. On the other hand, the group of higher levels of Emocional Intelligence was also the group of higher Engagement at their work place. Thus, given these results It is clear that there should be given more development to the Emotional Intelligence as a key to improve Engagement at work.

Emotional Intelligence and its relation to Engagement at work

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INTRODUCTION

Several research focused on the role of E.I. in the laboral world have found the possible E.I. differences between both genders. These studies have shown that measuring the EI with the “Mayer-Salovey-Caruso Emotional Intelligence test” (MSCEIT), which consists of a test to evaluate the EI, has really found significant differences (Extremera, Fernández-Berrocal, & Salovey, 2006; Cabello et al., 2016).

Apart from the interest arisen by EI, it has to be mentioned another one in the positive psychology, which is Engagement. The results obtained by Pacheco, Duran and Rey shows that people with higher EI got higher marks in the engagement dimensions which are vigor, dedication and commitment at work. (Durán, Extremera, & Rey, 2004).

The aim of this study is to analyze the difference of EI between genders among workers from different sectors in the provinces of Castellon and Valencia, as well as the possible relation between the EI and their willingness of Engagement at their work place. For that reason, we have the following hypothesis:

H1: women participants will get higher marks in the EI than male participants.

H2: participants with a higher EI will obtain a higher level of Engagement at their job position.

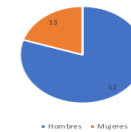
METHOD

We have taken into consideration 2 variables: Emotional Intelligence and Engagement.

The Emotional Intelligence has been measured by means of the application MEITPRO (Sánchez, & Bresó, 2019). Reliability: perception (0,92); comprehension (0,86) and procedure (0,77).

The Engagement has been measured by making use of the Utrecht Work Engagement Scale (UWES. SS) (Schaufeli et al., 2002). Reliability: vigor (0,88), dedication (0,81) and absorption (0,78).

Total participantes



N= 65
 \bar{x} = 38
 DT = 11

RESULTS

		Prueba de Levene de igualdad de varianzas		Prueba T para igualdad de medias						
		F	Sig.	t	gl.	Sig. (bilateral)	Diferencia de medias	Diferencia de error estándar	95% de intervalo de confianza de la diferencia Inferior Superior	
IE	Se asumen varianzas iguales	,680	,449	,400	63	,690	1,57692	3,93971	-6,29597	9,44981
	No se asumen varianzas iguales			,371	16,977	,715	1,57692	4,25076	-7,39232	10,54617
Percepcion.	Se asumen varianzas iguales	,780	,380	,788	63	,434	5,21154	6,61162	-8,00074	18,42382
	No se asumen varianzas iguales			,864	20,950	,397	5,21154	6,02878	-7,32780	17,75088
Understanding	Se asumen varianzas iguales	4,650	,035	,823	63	,414	5,21154	6,33432	-7,44659	17,86966
	No se asumen varianzas iguales			,653	14,866	,524	5,21154	7,97885	-11,80833	22,23140
Management	Se asumen varianzas iguales	,778	,381	-1,243	63	,219	-5,69231	4,58112	-14,84695	3,46233
	No se asumen varianzas iguales			-1,362	20,935	,188	-5,69231	4,17931	-14,38531	3,00089

		Prueba de Levene de igualdad de varianzas		Prueba T para igualdad de medias						
		F	Sig.	t	gl.	Sig. (bilateral)	Diferencia de medias	Diferencia de error estándar	95% de intervalo de confianza de la diferencia Inferior Superior	
Vigor	Se asumen varianzas iguales	3,288	,075	1,877	63	,065	,58894	,31376	-0,03807	1,21594
	No se asumen varianzas iguales			2,373	31,588	,024	,58894	,24822	,08307	1,09480
Dedicación	Se asumen varianzas iguales	7,447	,008	1,935	63	,058	,61298	,31684	-0,02018	1,24614
	No se asumen varianzas iguales			2,788	44,230	,008	,61298	,21987	,16993	1,05603
Absorción	Se asumen varianzas iguales	1,029	,314	2,051	63	,044	,72969	,35575	,01879	1,44059
	No se asumen varianzas iguales			2,506	29,289	,018	,72969	,29114	,13450	1,32488

LIMITATIONS

- One of the main limitations of this study has been that enterprises which showed their reluctance when it came to collaborate with the obtaining of the samples, making it difficult to gather a bigger collection of samples.
- Another limitation of this research has been the small amount of women who took part in it.

DISCUSSION

Regarding the results of this study, in relation to the differences depending the gender of the participants, the data show that women got the best results not only in the perception factor but also in the comprehension of the EI. These results would demonstrate that our first hypothesis “ women participants would get higher results in the EI to those of men” is correct. On the other hand, our results have shown an important relation between EI and the Engagement dimensions ‘vigor” and “dedication.” In other words, a higher EI of the workers would have a positive relation with higher levels of vigor and dedication. These results will confirm our second hypothesis “ those participants with higher EI will show a higher level of Engagement in their working place.

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