

## Emotional Intelligence and Marital Adjustment among Professionals of different organizations

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### ABSTRACT

The present investigation was conducted to assess the relationship between Emotional Intelligence and Marital Adjustment among professionals of different organizations including doctors, engineers and lecturers. Three hundred (300) professionals (male: 150, female: 150) were selected by convenient sampling technique from different institutions of Lahore, Multan and Faisalabad. The age range of the participants was 30 to 50 years. The Emotional Intelligence Scale (EIS by Schutte *et al.*, 1998) and Dyadic adjustment Scale by Spanier (1976) were administered on the participants. Emotional intelligence scores were compared with marital adjustment scores. The Pearson's product moment correlation and t- test were used for statistical analysis. The results showed that emotional intelligence and marital adjustment were positively correlated and significant. Males showed high marital adjustment than females  $p < 0.01$  and females were emotionally intelligent than males as  $p < 0.01$

**Keywords:** Emotional intelligence, marital adjustment, professionals, organizations

### 1. INTRODUCTION

The current study is designed to investigate that emotional intelligence and marital adjustment among professionals of different organizations including doctors, engineers and lecturers. In Pakistan, unfortunately the general public is not aware of the term of emotional intelligence. They do not take it serious. Men and women both should be emotionally intelligent. This study also checks emotional intelligence in men and women. It is believed that if a person has high emotional intelligence then his performance will be improved. People with higher emotional intelligence more likely to succeed in life than people with low emotional intelligence. Emotional intelligence plays an important role in almost every organization because emotionally intelligent people perform well in their organizations. The probable reason for this that emotional intelligence primarily deals with managing and expressing one's emotions as well as social skills (Salovey & Mayer, 1990).

Emotional intelligence is the ability to sense, understand and effectively apply the power and acumen of emotions as a source of human energy, information, connection and influence (Cooper & Sawaf, 1998).

Marital satisfaction will be defined by the different characteristics like agreement between partners on matters important to the relationship, contentment with the present state of the relationship and commitment to its continuance, expression of affection and sex in the relationship, and common interests and activities shared by the couple (Spanier, 1989 & 2001).

Marital adjustment is defined as the condition in which there is usually a feeling of pleasure and contentment in husband and wife and with each other. (Hashmi, Khurshid & Hassan, 2007).

Salovey and Mayer's theoretical structure of emotional intelligence includes many positive experimental characteristics that researchers relate them to the quality of marriage. Emotional intelligence is the recognition capacity, application, understanding, and management of the emotions. Even more in particular, Salovey and assistants state that, by thinking into his own and others' emotions, people can share the emotions and understand and manage the emotional information. Furthermore, Salovey and assistants state that, in marriage therapy, emotional intelligence can be taught, consequently, the more skills couples learn, the more they improve their communications and insight (Salovey & Mayer, 1990 & Tamaren, 2010).

According to the researchers emotional intelligence can be influential on marital satisfaction. Couples' intimate relationship needs communication skills such as: paying attention to other person's viewpoint, being able to empathizes perception with what their partner has experienced, and also being sensitive and aware of his / her needs (Gottman & Levenson, 2002).

Marital quality is frequently used in an understanding that consist marital adjustment the same as happiness and satisfaction. Nevertheless, it is good to consider of marital adjustment as something that can affect marital quality but is not part of it, since adjustment is a part of the relationship between marital partners instead of a sentiment experienced by both of partners. Such signs of adjustment as clash, disagreement, communication, and working together on different assignments can relate differently to the marital partners feelings in different marriages, or even differently to the spouse's feelings in the same marriage. The writings and materials on marital adjustment is relatively related to that literature same on marital happiness and adjustment; the both literatures cannot be clearly divided, because a number of marital quality scales (e.g., the widely used Dyadic Adjustment Scale) mix elements of adjustment with spouses' assessments of their marriages (Spanier, 1976).

## LITERATURE REVIEW

Batool and Khaild (2012) studied whether emotional intelligence predicts marital quality of couples. The results showed that emotional intelligence significantly predicts marital adjustment. The findings revealed a significant positive relationship between emotional intelligence and indicators of marital quality i.e. marital adjustment and conflict resolution. Interpersonal skills, empathy, optimism, and impulse control appeared be significant predictors of marital quality.

Nicola (2010) conducted a research on emotional intelligence and they concluded that the participants with partners described as having emotional intelligence were expected greater satisfaction in relationships.

Joshi and Thingujam (2009) reported that emotionally intelligent couples can better handle their marital life. They are better able to understand spoken and unspoken words. Their ability to effectively deal with own and others' emotions make them able to manage their conflicts. And by "utilizing emotions" they can create happiness for their spouse.

Bricker (2005) found that self-reported overall emotional intelligence is significantly correlated with marital satisfaction. The study also reported that interpersonal skills needed to resolve conflict and foster intimacy between partners have shown to be important in determining successful marital outcome.

Schutte, Malouff, Bobik, Coston, Greeson, Jedlicka, Rhodes & Wendorf (2001) study married couples with higher self-reported emotional intelligence reported higher marital satisfaction.

Fitness (2001) pointed out that emotional perception, understanding and reasoning about emotions, and regulating or managing emotions are important in marriage.

### Hypotheses of the study

In the current study the followings hypotheses were planned:

- There would be significant relationship between emotional intelligence and marital adjustment among male and female professionals.
- Male professionals would have high level of marital adjustment as compared to female professionals.

- Female professionals would have high level of emotional intelligence as compared to male professionals.

## **METHODOLOGY**

### **Participants**

The present study was included a sample of three hundred (300) professionals including doctors, engineers and lecturers. The sample was further divided into (n=150) male professionals and (n=150) female professionals. The male and female professionals were selected from different institutions of Lahore, Multan and Faisalabad. The age range of the participants was 30 to 50 years.

### **Sampling technique**

Convenient sampling technique was used to select the sample.

### **Research design**

The correlational research design and comparative group design was used in the current study.

### **Operational definition of variables**

Marital adjustment in current study was operationally defined as the score obtained through Dyadic adjustment Scale by Spanier 1976. Low Scores indicate low level of Marital Adjustment and high scores indicate high level of Marital Adjustment.

Emotional intelligence in current study was operationally defined as the score obtained through Emotional Intelligence Scale (EIS) by Schutte et al, (1998). Low Scores indicate low level of emotional intelligence and high level of scores indicate high level of emotional intelligence.

### **Research Instruments**

Following instruments were used to test the hypotheses. The Dyadic Adjustment Scale (DAS) was originally developed by Spanier (1976). It is a self- report questionnaire that provides global wideness of marital distress and Emotional Intelligence Scale (EIS) by Schutte et al, (1998) was used in this research to measure the level of emotional intelligence.

### **Procedure of the study**

In order to accomplish the requirement of the current research, three hundred (300) professionals (male: 150, female: 150) including doctors, engineers and lecturers were selected by convenient sampling technique from different institutions of Lahore, Multan and Faisalabad. The age range of the participants was 30 to 50 years. Then informed consent was designed according to ethics of research. The ethical standards of research were considered as the participants were given brief description about the research and insured that information will be kept confidential. All the participants were given appropriate instructions regarding research and questionnaire. Dyadic adjustment Scale by Spanier (1976) and Emotional Intelligence Scale (EIS) by Schutte et al, (1998) were used to measure the marital adjustment and emotional intelligence. After the process of data collection, the data was interpreted with the help of scoring manual.

### **Statistical Analysis**

Pearson Product Moment correlation and t-test were used to find out the statistical significance of the data through Statistical Package for Social Sciences (SPSS).

## RESULTS

**Table 1**

Relationship between Emotional intelligence and Marital adjustment among male and female professionals

N=300

	Marital adjustment	<i>p-value</i>
Emotional Intelligence	.756(**)	.000

Results indicate that \*\*Correlation is significant at the 0.01 level (2-tailed) and it shows significant relationship between Emotional Intelligence and marital adjustment among male and female professionals.

**Table 2**

Difference in the level of marital adjustment among male and female professionals.

N=300

Spouses	<i>M</i>	<i>S.D</i>	<i>df</i>	<i>t</i>	<i>p-value</i>
Male (n=150)	56.4133	4.61714	298	6.990	.000
Female (n=150)	53.0133	3.76488			

Results indicate that male professionals have high level of marital adjustment as compared to female professionals  $P < 0.01$

**Table 3**

Difference in the level of emotional intelligence among female and male professionals.

N=300

Spouses	<i>M</i>	<i>S.D</i>	<i>df</i>	<i>t</i>	<i>p-value</i>
Male (n=150)	52.9933	4.59573	298	6.826	.000
Female (n=150)	56.2933	3.73366			

Results indicate that female professionals have high level of emotional intelligence as compared to male professionals  $P < 0.01$

## DISCUSSION

The first hypothesis of the study was “there would be significant relationship between emotional intelligence and marital adjustment among male and female professionals”. The Pearson’s product moment correlation was used to test the hypothesis. The results showed that correlation is significant at 0.01 level for two-tailed prediction and it indicates that emotional intelligence is positively correlated with marital adjustment. The obtained results were in line with the findings of studies reported by Gardner (2011); Batool and Khalid (2009); Joshi and Thingujam (2009); Bricker (2005); Brackett, Warner, and Bosco (2005); and Schutte et al (2001). They all concluded that emotionally intelligent people are better able to handle their relationships.

In Pakistani culture social set-up is different from other cultures. Mostly arranged marriages are held in Pakistani society and married couples are unaware of the temperaments and behaviors of their life partners and couples who are emotionally intelligent are able to understand the feelings of each other. And especially females are usually unaware of the family set-up and behavior of their in-laws especially their life partners. In-laws and life partners ‘expectations towards the females, who are going to become a part of their family, are higher. They expect females to be changed for them. In such a situation emotional intelligence plays an important role. People who are emotionally intelligent are better able to handle their marital issues.

The second hypothesis of the current study was “male professionals would have high level of marital adjustment as compared to female professionals”. The t-test was used to compare the mean of the groups of male and female. The highly significant results were found. The significant level is 0.00 at  $P < 0.01$ . The obtained results were in line with the findings of Bernard, 1972; Fowers, 1991; Gove & Tudor, 1973; Mickelson et al., 2006). Shek (1995) they all observed that males report higher marital satisfaction than females.

The third hypothesis of the current study was “Female professionals would have high level of emotional intelligence as compared to male professionals”. The t-test was used to compare the mean of the groups of male and female. The highly significant results were found. The significant level is 0.00 at  $P < 0.01$ . The obtained results were in line with the findings of Dunn (2003), Singh (2002) and Tapia (1999) Bhosle (1999), King *et al.*, (1999), Sutarso (1999), Wing & Love (2001), Sandhu & Mehrotra (1999). They all observed that females are more emotionally intelligent than males. In Pakistani society now-a-days females are working in almost every field of life. They are working in different organizations so they know that how to control their emotions and feelings in work settings. They learn in their work setting that how to deal with their colleagues especially opposite sex.

## CONCLUSION

The present investigation was conducted to assess the relationship between Emotional Intelligence and Marital Adjustment among professionals of different organizations including doctors, engineers and lecturers.

Three hundred professionals (male: 150, female: 150) were selected by convenient sampling technique from different institutions of Lahore, Multan and Faisalabad. The results showed that emotional intelligence and marital adjustment were positively correlated and significant. Males showed high marital adjustment than females  $p < 0.01$  and females were emotionally intelligent than males as  $p < 0.01$

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