

IMPACT OF PERSONALITY PATTERN ON EMOTIONAL INTELLIGENCE**Dr. Ganesh Vishnu Lokhande**

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ABSTRACT

Research Background: According to Robert Cooper (1996), EI is the ability to sense, understand and effectively apply the power of and acumen of emotions as a source of human energy, information, trust, creativity and influence. Personality and emotional intelligences has been associated each other's. That's why in this study, investigator find out impact of personality pattern on emotional intelligence of adults. .

Objectives: The study objective was, to find out impact of personality pattern on emotional intelligence of adults as well as impact of gender difference on emotional intelligence of individuals.

Procedure: For the study, four hundred adults had been selected from the different districts in state of Maharashtra. Out of this sample, two hundred adults were chooses from introvert and same way two hundred adults were chooses from extrovert. The purposive sampling technique had been used for the selection of the samples. The sample age range was between 35 and 60 years of age. This study Introversion and Extraversion Inventory developed by Dr. P. F. Aziz and Dr. Rekha Gupta and Emotional Intelligence Scale developed by Dr. P. Srinivasan and Mr. K. Murugesan have been used.

Conclusions: It is concluded that, no significant difference found in the level of emotional intelligence among introverted and extroverted adults and male and female adults have found equal levels of emotional intelligence. Other hand side, no significant difference found in emotional intelligence among male and female introverted adults as well as extroverted adults.

Application: The present study findings can be beneficial and helpful for counselors, society member, psychologists to understanding impact of personality pattern and type of gender on emotional intelligence. Also, these study findings can be beneficial for national and international research scholars

Keywords: Personality Pattern, Emotional Intelligence.

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INTRODUCTION

The word 'Personality' is derived from the Latin Persona. 'Persona' means a mask. In earlier times, characters in dramas used to wear masks to suit their roles. However, personality is a broad concept. Personality includes human tendencies we all share but also considers how we differ from each other. Everyone takes some risks, but some take more and some take less. The term personality can be explained in a broad sense only by including the mental or internal attributes of a person. Thus, the study of personality has also attracted the attention of psychologists and they have developed various theories of personality. According to, Allport (1961) personality is the dynamic organization within the individual of those psycho-physical

systems that determine his unique adjustment to his environment. It means that personality resides within the individual and these systems are woven into an organization.

Emotional intelligence (EI) is a relatively new and growing area of behavioral investigation, having matured recently with the aid of lavish international media attention. Daniel Goleman's book on the topic appeared on the New York Times Best-Sellers List in 1995, the same year that a Time Magazine article was devoted to a detailed exposition of the topic (Gibbs, 1995). There is currently a growing impetus toward the provision of personal, educational, and workplace interventions that purport to increase emotional intelligence. Furthermore, emotional intelligence has been commonly claimed to play an important role in modern society by determining real-life outcomes above and beyond the contribution of general intellectual ability and personality factors (Goleman, 1995; Saarni, 1999).

- **Robert Cooper (1996):** Emotional intelligence is the ability to sense, understand and effectively apply the power of and acumen of emotions as a source of human energy, information, trust, creativity and influence.
- **J. Mayer and P. Salovey (1997):** Emotional intelligence is the ability to perceive emotions, to access and generate emotions so as to assist thought, to understand emotions and emotional knowledge, and to reflectively regulate emotions so as to promote emotional and intellectual growth.

Goleman (2001b) recently speculated that models and measures of EI share some common elements, specifically, abilities or competencies concerned with the capacity to recognize and regulate emotions in oneself and others. Goleman (2001b) has further suggested that a definitive definition of EI may involve four higher order factors including: 1) the capacity to recognize emotions in the self (Self-Awareness); 2) the capacity to regulate emotions in the self (Self-Management); 3) the capacity to recognize emotions in others (Social Awareness); and 4) the capacity to regulate emotions in others (Relationship Management). Although Goleman (2001b) highlighted that these four facets of EI can be identified as providing a taxonomy for EI, no systematic review of the EI literature was presented in support of this hypothesis. Indeed it was not the focal point of his article nor has it been the focal point of his research. The present research examines the effects of personality pattern on emotional intelligence.

OBJECTIVES OF THE STUDY

1. To examine the level of emotional intelligence among the adults of introverted and extroverted.
2. To compare the level of emotional intelligence among the male and female adults.
3. To compare the level of emotional intelligence among the male and female adults of introverted.
4. To compare the level of emotional intelligence among the male and female adults of extroverted.

HYPOTHESIS OF THE STUDY

1. Adults of extroverted will have high level of emotional intelligence than Adults of introverted.
2. Female adults will have high level of emotional intelligence than male adults.
3. Female adults of introverted will have high level of emotional intelligence than male adults of introverted.
4. Female adults of extroverted will have high level of emotional intelligence than male adults of extroverted.

RESEARCH PROCEDURE

➤ Variables Of The Study:

Independent Variables		Dependent Variable
Personality Pattern	Type of Gender	a) Emotional Intelligence
a) Introvert Adults	a) Male Adults	
b) Extrovert Adults	b) Female Adults	

➤ Sample Selection Procedure:

In the present study, four hundred adults had been selected from the different districts in state of Maharashtra. Out of this sample, two hundred adults (100 Male adults and 100 Female adults) were chooses from introvert and same way two hundred adults (100 Male adults and 100 Female adults) were chooses from extrovert. The random sampling method had been used for the selection of the sample. In it, the purposive sampling technique had been used for the selection of the samples. The sample age range was between 35 and 60 years of age.

• Operational Definitions

a) Personality Pattern:

In this study, the pattern of personality of the adults was measured by the introversion and extraversion inventory developed by Dr. P. F. Aziz and Dr. Rekha Gupta. In this study, those adults who have achieved scores below fifteen from the introversion and extraversion inventory developed by Dr. P. F. Aziz and Dr. Rekha Gupta have been called adults of introverted personality. On the other hand, those adults who have achieved scores of fifteen and above from the introversion and extraversion inventory developed by Dr. P. F. Aziz and Dr. Rekha Gupta have been called adults of extrovert personality.

b) Emotional Intelligence:

In this study, those adults who have achieved raw scores obtained 29 and above on the emotional intelligence scale developed by Dr. P Shrinivasan and Mr. K Murugesan have been called a high level of emotional intelligence. On the other hand, those adults who have achieved scores obtained 20 and below on the emotional intelligence scale developed by Dr. P Shrinivasan and Mr. K Murugesan have been called a low level of emotional intelligence. As well, those adults who have achieved scores from 21 to 28 on the emotional intelligence scale developed by Dr. P Shrinivasan and Mr. K Murugesan have been called an average level of emotional intelligence.

➤ **STUDY MATERIALS:****1. Introversion and Extraversion Inventory:**

The introversion and extraversion inventory was developed by Dr. P. F. Aziz and Dr. Rekha Gupta in 2013. The inventory has sixty items for the purpose of measuring personality patterns. This introversion and extraversion inventory is suitable for adult males and females. This inventory is very simple to use and score.

2. Emotional Intelligence Scale:

This scale has formed by Dr. P. Srinivasan and Mr. K. Murugesan (2010). The scale consists of 40 items. The scale of 40 sentences has divided into four dimensions. These are self-awareness, social awareness and self-management, and relationship management. This scale was developed for above eighteen years male and female adults.

STATISTICAL ANALYSIS AND RESULTS

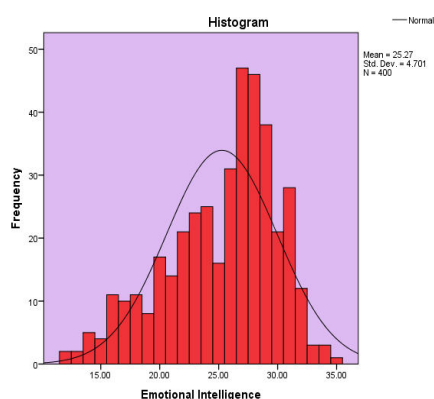
In this section, the investigator has explained the difference between the adults of introverted and extroverted in terms of their level of emotional intelligence. In the present study, the investigator has analyzed the data in the following manner.

Table:1: Shows the assessing normality of the variable emotional intelligence

Variable	Descriptive Statistics		Statistic	Std. Error
Emotional Intelligence	Mean		25.267	0.23503
	95% Confidence Interval for Mean	Lower Bound	24.805	
		Upper Bound	25.729	
	5% Trimmed Mean		25.455	
	Median		26.000	
	Variance		22.096	
	Std. Deviation		4.700	
	Minimum		12.00	
	Maximum		35.00	
	Range		23.00	
	Inter quartile Range		7.00	
	Skewness		-0.641	0.122
	Kurtosis		-0.225	0.243

Table 1 indicates that the trimmed mean value (25.455) is very close simple mean (25.267). Skewness values are negative and indicate that the distribution is somewhat negatively skewed and kurtosis values are negative and which indicates a distribution that is flatter (Platykurtic), but the shape of the distribution is considered normal.

Graph: 1: Shows the normality of the data of variable emotional intelligence in the form of histogram



Above is a histogram 1 indicates variable emotional intelligence. The mean value is 25.27 and the standard deviation is 4.701 for N=400. The values on the vertical axis indicate the frequency of cases. The values on the horizontal axis are midpoints of value ranges. The shape of the distribution is considered normal.

Graph: 2: Shows the Normal Q-Q plot and Box Plot of variable emotional intelligence

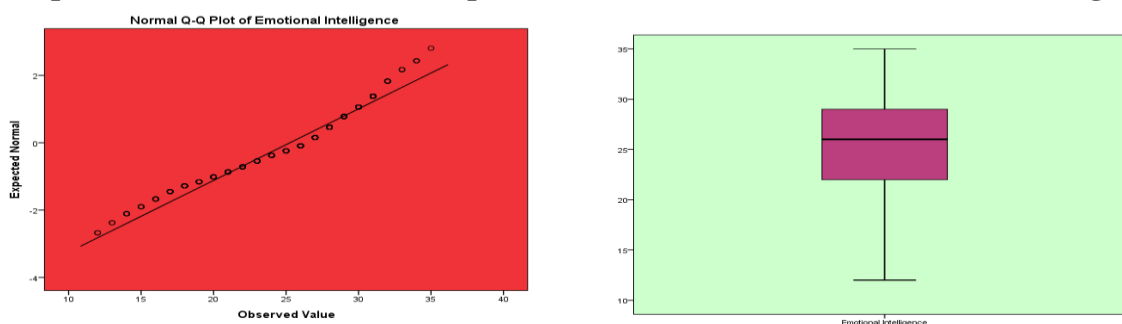


Table:2:Shows descriptive statistics of the emotional intelligence on the basis of each cell.

Personality Pattern	Gender	Mean	SD	N
Introvert Adults	Male Adults	25.230	4.366	100
	Female Adults	24.440	4.905	100
	Total	24.835	4.649	200
Extrovert Adults	Male Adults	25.360	4.489	100
	Female Adults	26.040	4.946	100
	Total	25.700	4.723	200
Total	Male Adults	25.295	4.417	200
	Female Adults	25.240	4.978	200
	Total	25.267	4.700	400

Table no.2 is very useful as it provides the mean and standard deviation for the groups that have been split by both independent variables. In addition, the table also provides "Total

rows, which allows means and standard deviations for groups only split by one independent variable or none at all to be known.

Table 3: Shows the difference in emotional intelligence among the introverted and extroverted adults

Variable	Personality Pattern	N	Mean	SD	t	p
Emotional Intelligence	Introvert Adults	200	24.835	4.649	-1.846	NS 0.05
	Extrovert Adults	200	25.700	4.723		

Significant Level at 0.05=1.966, 0.01=2.588

Table no.3 it is observed that the mean value of introverted adults is 24.835, and the SD value is 4.649 and the other hand side, the mean value of extroverted adults is 25.700, and the SD value is 4.723 for emotional intelligence. It shows that the mean value of extroverted adults has been found higher than introverted adults. But, the obtained 't' value is -1.846. This is not significant at the 0.05 level. Hence it is concluded that there is no significant difference found in the level of emotional intelligence among adults with introverted and adults with extroverted personalities.

Table 4: Shows the difference in emotional intelligence among the male and female adults

Variable	Type of Gender	N	Mean	SD	t	p
Emotional Intelligence	Male Adults	200	25.295	4.417	0.117	NS 0.05
	Female Adults	200	25.240	4.978		

Significant Level at 0.05=1.966, 0.01=2.588

Table no. 4 it is observed that the mean value of the male adults is 25.295, and the SD value is 4.417 and the other hand side, the mean value of the female adults is 25.240, and the SD value is 4.978 on emotional intelligence. It shows that the mean value of male adults has been found higher than female adults. But, obtained 't' value is 0.117. This is not significant at the 0.05 level. Hence it is concluded that there is no significant difference found in the level of emotional intelligence among male and female adults.

Table 5: Shows summary of ANOVA of the dependent variable emotional intelligence

Source	Sum of Squares	df	Mean Square	F	Sig	Partial Eta Squared
Personality Pattern	74.823	1	74.823	3.411	NS	0.009
Type of Gender	0.302	1	0.302	0.014	NS	0.000
Personality Pattern X Type of Gender	54.022	1	54.022	2.463	NS	0.006
Error	8687.230	396	21.937			
Total	264195.000	400				

Corrected Total	8816.378	399				
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Significant Level, df (1,396) ---- 0.05 = 3.86 0.01= 6.70

Eta Squared effect size, 0.01= small 0.06= moderate 0.14= large effect (Cohen, 1988)

From the table 5 a two-way ANOVA was conducted that examined the effect of type of personality pattern (Introvert Adults and Extrovert Adults) and gender (Male Adults and Female Adults) on individual's emotional intelligence. Our dependent variable, emotional intelligence, was normally distributed for the groups formed by the combination of the type of personality pattern (Introvert Adults and Extrovert Adults), such as introverted adults and extroverted adults as well as gender as assessed by the histogram, skewness and kurtosis.

There was homogeneity of variance between groups as assessed by Levene's test for equality of error variances.

There is no significant interaction between the effects of type of personality pattern (Introvert Adults and Extrovert Adults) and gender (Male Adults and Female Adults) on individuals emotional intelligence, $F(1,396)=2.463, P>0.05$.

The main effects analysis showed that for type of personality pattern (Introvert Adults and Extrovert Adults) is not significant, $F(1,396)=3.411, P>0.05$. Therefore, type of personality pattern is not significantly influences on emotional intelligence of individuals. The adults of extroverted and introverted personality have found equal on their emotional intelligence.

The main effects analysis showed that for type of gender (Male Adults and Female Adults) is not significant, $F(1,396)=0.014, P>0.05$. Therefore, type of gender is not significantly influences on emotional intelligence of individuals. Male and female adults have found equal on their emotional intelligence.

On the basis of the description in Hypothesis No. 1 is rejected. Because, there is no significant difference found in emotional intelligence among the adults of introverted and extroverted personality. It means, personality pattern of the adults is not contributory factor to decide their emotional intelligence.

On the basis of description in, Hypothesis No. 2 is rejected. Because, male and female adults do not found significantly differ on their emotional intelligence. It means, gender difference is not contributory factor to decide emotional intelligence of the adults.

Table 6: Shows the difference in emotional intelligence among the male and female introverted adults

Variable	Type of Gender	N	Mean	SD	t	p
Emotional Intelligence	Introvert Male	100	25.230	4.3666	1.203	NS 0.05
	Introvert Female	100	24.440	4.9058		

Significant Level at 0.05=1.972, 0.01=2.601

Table no. 6 it is observed that the mean value of the introverted male adults is 25.230, and the SD value is 4.3666 and the other hand side, the mean value of the introverted female adults is 24.440, and SD value is 4.9058 on emotional intelligence. It shows that the mean

value of the introverted male adults has found higher than the introverted female adults. But, obtained 't' value is 1.203. Which is not significant at 0.05 level. Hence it is concluded that there is no significant difference found in level of emotional intelligence among the introverted male and female adults. On the basis of description in, Hypothesis No. 3 is rejected. Because, there is no significant difference found in emotional intelligence among the introverted male and female adults. It means, gender difference of the adults is not found contributory factor to decide their level of emotional intelligence.

Table 7: Shows the difference in emotional intelligence among the male and female extroverted

Variable	Type of Gender	N	Mean	SD	t	p
Emotional Intelligence	Extrovert Male	100	25.360	4.489	-1.018	NS 0.05
	Extrovert Female	100	26.040	4.946		

Significant Level at 0.05=1.972, 0.01=2.601

Table no.7 it is observed that the mean value of the extroverted male adults is 25.360, and the SD value is 4.489 and the other hand side, the mean value of the extroverted female adults is 26.040, and SD value is 4.946 on emotional intelligence. It shows that the mean value of the extroverted female adults has found higher than the extroverted male adults. But, obtained 't' value is -1.018. Which is not significant at 0.05 level. Hence it is concluded that there is no significant difference found in the level of emotional intelligence among the extroverted male and female adults. On the basis of description in, Hypothesis No: 4 is rejected. Because, there is no significant difference found in emotional intelligence among the extroverted male and female adults. It means, gender difference of the adults is not found contributory factor to decide their emotional intelligence.

IMPLEMENTATIONS

The present study findings can be beneficial and helpful for counselors, society member, psychologists to understanding impact of personality pattern and gender on emotional intelligence of individuals. This study will definitely help us to understand the significant difference between introverted and extroverted adults in terms of their level of emotional intelligence. This study will help us to understand the significant difference between males and females in terms of their level of emotional intelligence.

CONCLUSIONS

1. There is no significant difference found in the level of emotional intelligence among introverted and extroverted adults. The extroverted and introverted adults have found equal in their emotional intelligence.
2. There is no significant difference found in the level of emotional intelligence among male and female adults. Male and female adults have found equal levels of emotional intelligence.
3. There is no significant difference found in emotional intelligence among male and female introverted adults. The introverted males and females have found equal in their emotional intelligence.
4. There is no significant difference found in emotional intelligence among male and female extroverted adults. The extroverted males and females have found equal in their emotional intelligence.

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