

EMOTIONAL INTELLIGENCE AND OCCUPATIONAL STRESS



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## Abstract

Emotional Intelligence (EI) is one of the most important concepts that academic staff has to learn for the success of any organization. The aim of this study is to evaluate the Emotional Intelligence (EI) influences on Occupational Stress in Eastern University, Sri Lanka. Emotional Intelligence (EI) and Occupational Stress are stemmed into the conceptual framework namely; Self Awareness, Self Management, Social Awareness and Relationship Management and Job Demand, Family and Work, Work Demand, Organization climate and culture in respectively.

To attain the objectives, quantitative method was used and data was collected through questionnaires. 129 questionnaires were collected from staff in Eastern University, Sri Lanka. The data were analyzed by Pearson correlation and multiple regression analysis. The finding exhibited that there were relationship between Emotional Intelligence (EI) and Occupational Stress in Eastern University, Sri Lanka. The results show that Emotional Intelligence and Occupational Stress are in moderate level. However, dimensions of Emotional Intelligence (EI) are negatively and significantly correlated with Occupational Stress. Lastly, the regression analysis between Emotional Intelligence (EI) and Occupational stress indicated that Emotional Intelligence (EI) explained 49% of total variance of Occupational stress. In conclusion, it is observed that Emotional Intelligence (EI) has negatively influence on the Occupational Stress in Eastern University, Sri Lanka. This results show that staff's need to develop good Self Awareness, Self Management, Social Awareness and Relationship Management in attaining for reduce the Occupational Stress level among the academic staff. Therefore, University administration should conduct some awareness programmes and must provide enough resources to develop the Emotional Intelligence (EI) amongst academic staff in Eastern University, Sri Lanka.

**Key words:** *Emotional Intelligence, Self Awareness, Self Management, Social Awareness, Relationship Management and Occupational Stress.*

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