Sri Lankan IT executives insight towards emotional intelligence

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Emotional intelligence (EI) is the area of cognitive competency involving traits and gregarious skills that facilitate interpersonal deportment. Present study examines the caliber of Emotional Intelligence of Sri Lankan IT Executives as it has been considered as one of the paramount aspects of Human Resource Management and of Efficacious Leadership. Although studies about emotional Intelligence have been done in Sri Lanka, this study was the first one regarding the IT Workforce. Main objective of the study is to find out the emotional intelligence of the IT Executives of Sri Lanka. The study also focuses on the need of the Employee friendly management or people friendly management and states the need for Emotional Self Awareness and Emotional Awareness among Sri Lankan IT Executives. The population for the present study was 250 Sri Lankan IT Executives who works in non IT Companies, which includes branches such as Human Resources, Accounts, Manufacture, Procurement, and Transportation. The sample size selected for the percent study was 100 Sri Lankan IT Executives. 20 Sri Lankan IT Executives from each department were selected through disproportionate random sampling method. Researchers used descriptive research design to identify the Emotional Intelligence of the Sri Lankan IT Executives in this industry. To quantify the emotional Intelligence of the respondents, Emotional Intelligence Scale developed by Hyde, Pethe and Dhar (2002) was utilized. Results revealed fifty one percent of low overall emotional intelligence and forty nine percent of high caliber of overall emotional intelligence among Sri Lankan IT executives. The Z-test between the marital status of the respondents and sundry dimension of emotional intelligence revealed that there is a paramount distinction between the marital status of the respondents with regards to sundry dimension of emotional intelligence such as trustworthiness, conscientiousness, adaptability, innovativeness, accommodation orientation. However there is no paramount difference subsists between the marital status of the respondents with regards to sundry dimension of emotional intelligence such as emotional self-vigilance, self-regulation, convivial vigilance empathy, accommodation orientation, developing others, leveraging diversity, political cognizance, relationship quotient.

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