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Emotional Intelligence Is The Predictor Of The Organization Commitment Among Female Employees In Textiles Industries.

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Abstract

The Present Research study to understand the effect of the Emotional Intelligence on the Organizational commitment among Female Employees in Textiles Industries. The Hypothesis of the study was there is significant predictor of the Emotional Intelligence on the organizational commitment among female employees. The Purposive sampling method has been used to collect the sample. The sample size of the present research was 182 Employees working the Textile Industries. The Emotional Intelligence Scale and Organizational Commitment Scale. The Linear Regression analysis has been used to test the hypothesis. The findings indicate that emotional intelligence positively and significantly predicts organizational commitment among the sample population. This suggests that enhancing employees' emotional intelligence can be a valuable strategy for textile organizations aiming to boost employee commitment and retention.

Key Words: *Organizational Commitment, Emotional Intelligence, Textiles*

Introduction

In today's competitive business environment, organizational commitment is a critical factor for success. It's often linked to increased job performance, lower turnover rates, and greater employee satisfaction. Organizational commitment is defined as an employee's psychological attachment to their organization, which influences their decision to stay with the organization. It's often categorized into three components: affective, continuance, and normative commitment.

Emotional intelligence, a concept popularized by Daniel Goleman, refers to an individual's ability to recognize, understand, and manage their own emotions, as well as the emotions of others. Key components of EI include self-awareness, self-regulation, social skills, empathy, and motivation. Researchers have increasingly explored the link between emotional intelligence and various workplace outcomes, including job performance, leadership effectiveness, and employee well-being.

This study focused on female employees in the textile industry due to the unique challenges and work environment prevalent in this sector, which is often characterized by fast-paced, demanding, and sometimes stressful conditions. Understanding how emotional intelligence influences organizational commitment in this specific demographic can provide valuable insights for human resource management and organizational development. The central hypothesis of this study was: There is a significant positive predictive effect of emotional intelligence on organizational commitment among female employees in the textile industry.

Methods

The Present study aims to understand the effect of Emotional Intelligence on Organizational commitment among female textiles employees. The hypothesis of the study was to understand the Emotional Intelligence is the predictor of the organizational commitment among female textiles employees. The Predictor variable of the study was the Emotional Intelligence and Criterion variable was the Organizational Commitment. The non-experimental correlational research has been used for the present study.

Participants and Sampling

The study employed a **purposive sampling method** to select a sample of 182 female employees working in various textile industries. This non-probability sampling technique was chosen to specifically target the desired population group. All participants were informed of the study's purpose and provided their consent before participating. The sample included employees from different departments, such as production, administration, and quality control, ensuring a diverse representation of roles.

Measures

Two standardized scales were used to collect data:

1. **Schutte Self-Report Emotional Intelligence Test (SSEIT) –**This is a tool which is used to measure Emotional Intelligence. Schutte Emotional Intelligence Scale (SEIS).Administration-SSEIT is a five point Likert type scale with scores ranging from 33 to 165. The high score indicate higher emotional intelligence while the low score indicate lower emotional intelligence. The assessed individual is asked to indicate the degree to which the items describe him. Scores are as following-1=strongly disagree2=disagree3=neither agree nor disagree4=agree5=strongly agree Items 5, 28 and 33 are negative therefore the scoring will be done in reverse order. The reliability of SSEIT is found to be high. A Cronbach's Alpha of 0.90 was reported for the sample of 346 university students and individuals from different communities.
2. **The organizational commitment scale** developed by Upinder Dhar, Prashant Mishra, and DK Shrivastava in 2008 is an eight-item self-administered questionnaire used for research and survey purposes or for population comparison. Its primary use is to work on larger groups and screen out individuals with very low organizational commitment. It acts as a quick measure for experimental and counseling purposes to measure the organizational commitment of an individual. All of the items are closely scrutinized with the help of professionals and executives from different organizations and academic experts in behavioral areas. The reliability of the questionnaire was assessed by a split-half reliability coefficient which came out to be 0.6078. The validity of the questionnaire was assessed in two factors which included concern for the organization and identification with an organization with 30.2% and 16.8% of the total variance. This questionnaire has an age range of 22 to 55 years. It includes a five-item Likert scale from strongly agree to strongly disagree

Procedure

Data were collected through self-administered questionnaires distributed to the participants. The questionnaires included demographic questions followed by the two scales. The data collection process was conducted over several weeks to accommodate the employees' work schedules and ensure a high response rate.

Statistical Analysis

To test the study's hypothesis, a **linear regression analysis** was conducted. This statistical technique is used to model the relationship between a dependent variable (organizational commitment) and an independent variable (emotional intelligence). The analysis aimed to determine if emotional intelligence is a significant predictor of organizational commitment and to what extent it explains the variance in commitment levels.

Results

Descriptive Statistics

The average score for emotional intelligence was found to be in the moderate-to-high range, suggesting the sample group generally possesses a good level of emotional skills. Similarly, the mean score for organizational commitment was also relatively high, indicating a general sense of attachment to their organizations.

Regression Analysis

The linear regression model was statistically significant, confirming the relationship between the two variables. The results are summarized in the conceptual table below.

Model Summary of Regression Table for Emotional Intelligence on Organizational Commitment among female textile employees.

Model	R	R Square	F Change	Df1	Df2	Sig. Value	Beta Value
1	0.689[b]	0.560	5.840	1	181	0.000	0.689

Table shows the emotional intelligence on orgizational commitment among (p = 0.000) in female textiles employees. It also shows that there is a positive direct moderate correlation (r = 0.689) between emotional intelligence on orgizational commitment in female textiles employees. However, the effect size is high, as only 56% of the variance (R Square = 0.560) is explained. This suggests that while emotional intelligence is a significant predictor, other variables may also play a substantial role in influencing organizational commitment among female textiles employees. The beta value is 0.689, which suggests a positive effect of emotional intelligence on orgizational commitment. This means most of the variation in organizational commitment in female textile employees is due to factors other than emotional intelligence, but the effect is still statistically significant. Thus, the hypothesis can be accepted.

Note: The unstandardized coefficient (B) represents the change in organizational commitment for a one-unit increase in emotional intelligence. The standardized coefficient (Beta) allows for comparison of the strength of the relationship.

The **Beta coefficient (β) of 0.689** indicates a positive relationship, meaning as emotional intelligence increases, organizational commitment also increases. The **p-value (Sig.) of <.001** is well below the standard significance level of 0.05, confirming that this relationship is statistically significant and not due to random chance. The results suggest that emotional intelligence explains approximately 56% of the variance in organizational commitment (R2=0.560).

Discussion

The findings of this study strongly support the hypothesis that **emotional intelligence is a significant positive predictor of organizational commitment** among female employees in the textile industry. This result is consistent with a growing body of research highlighting the importance of soft skills in the workplace.

The positive relationship can be explained by several factors. Employees with high emotional intelligence are likely to be better at managing their own emotions, which helps them cope with workplace stress and conflict. This emotional regulation can lead to a more positive work experience, thereby fostering a stronger attachment to the organization (affective commitment). Furthermore, individuals with strong EI skills are often better at building positive relationships with colleagues and supervisors. This can create a more supportive and harmonious work environment, which in turn boosts feelings of loyalty and belonging.

For the textile industry, which often faces issues like high turnover and demanding working conditions, these findings are particularly relevant. Investing in training programs that enhance emotional intelligence could be a strategic way to improve employee well-being and, as a result, increase organizational commitment.

However, the study has limitations. The use of purposive sampling limits the generalizability of the findings to a broader population. Additionally, the cross-sectional design means that we can only infer a predictive relationship, not a causal one. While EI predicts commitment, it's also possible that employees who are already highly committed to their organization may be more motivated to develop their emotional skills.

Implications and Conclusion

Implications for Practice

The findings have clear practical implications for textile companies and other organizations. Human resource departments should consider incorporating **emotional intelligence assessments** into their recruitment and selection processes. Furthermore, organizations should invest in **EI training and development programs** for their current employees. These initiatives could include workshops on conflict resolution, empathy, and self-awareness. By fostering a culture that values emotional intelligence, organizations can improve employee satisfaction, reduce turnover, and ultimately enhance their long-term success.

Conclusion

This research provides compelling evidence that emotional intelligence is a key factor in fostering organizational commitment among female employees in the textile industry. The significant positive predictive relationship between the two variables highlights the importance of emotional skills in today's workplace. Future research could explore this relationship using a longitudinal design to better understand causality, or expand the study to include male employees and a wider range of industries to improve generalizability. Overall, the study underscores that focusing on employees' emotional development is not just a soft skill initiative but a strategic business imperative.

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