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Authored By

K.B.SHARANYA

Research Scholar, Department of Management Science, Kongu Arts and Science College (Autonomous), Nanjanapuram, Erode-638 107

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EMOTIONAL INTELLIGENCE AND FIGHT FOR PERFECTIONISM IN AN AGILE ENVIRONMENT WITH TEAMS

***Dr. R. VIJAYAPRIYA, ** K.B.SHARANYA.**

**Associate Professor, Department of Management Science, Kongu Arts and Science College (Autonomous), Nanjanapuram, Erode - 638107.*

***Research Scholar, Department of Management Science, Kongu Arts and Science College (Autonomous), Nanjanapuram, Erode-638 107.*

Abstract

Emotional intellect is the ability to understand one's own emotions and control them effectively to solve variety life problems. Researchers note that high emotional intelligence positively affects the ability to work even more than IQ. Since emotional intelligence is the ability of a person to perceive his or her own emotions, it also affects the ability to work in a team and catch the mood of colleagues, unlike intelligence. The MSME sector has emerged as a dynamic sector of the Indian economy over the last five decades. Every organization mainly aims to increase the productivity and profit with the support of man power certainly job skills and competent employee talents are one of the significant element which helps the organization to achieve their target. Therefore management needs to provide a proper platform to all the employees with best possible actions, trainings and skills etc. Emotional intelligence mainly creates a positive outcomes and improves their lifestyle with much healthier, less stressed and more product in their work. The research has been directed to understand the link between the Emotional Intelligence and Organizational Commitment of the employees in the MSME organizational environment. The study is significant to two areas, the dimensions, and level of EI and its impact on Perfectionism.

Key Words: Perfectionism, Detrimental, Procrastination, Commitment, Empathy

Introduction

Emotional intelligence is the ability to recognize our emotions, understand what they are telling us, and realize how our emotions affect people around us. It also involves our perception of others: when we understand how others feel, this allows us to manage relationships more effectively. We all have different personalities, wants and needs, and different ways of showing our emotions. Navigating through this all takes tact and cleverness – especially if we hope to succeed in life. This is where emotional intelligence becomes important.

Characteristics of Emotional Intelligence

1. **Self-Awareness** – People with high emotional intelligence are usually very self-aware . They understand their emotions, and because of this, they don't let their feelings rule them. They are confident, because they trust their intuition and don't let their emotions get out of control. They are also willing to take an honest look at themselves. They know their strengths and weaknesses, and they work on these areas so they can perform better. Many people believe that this self-awareness is the most important part of emotional intelligence.

Picture No.1.1 Characteristics of Emotional Intelligence

