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RESEARCH ARTICLE

PSYCHOSOCIAL ATMOSPHERE AND EMOTIONAL INTELLIGENCE AMONG LOCAL GOVERNMENT PERSONNEL IN THE MUNICIPALITY OF SARA, PROVINCE OF ILOILO PHILIPPINES.

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Key words:-

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Abstract

The level of psychosocial atmosphere and emotional intelligence among local government personnel in the Municipality of Sara, Province of Iloilo, Philippines during the year 2016-2017 as affected by the psychosocial elements effort, reward, over commitment, effort-reward ratio, procedural, and interactional and emotional awareness, emotional management, motivating oneself, empathy, and social skills were ascertained. Personnel discerned a very high level of psychosocial atmosphere from psychosocial elements. Over commitment gave the highest level of psychosocial atmosphere from the psychosocial atmosphere factors and effort gave the lowest result. The results revealed that there were no significant differences among the levels of psychosocial atmosphere. Motivating Oneself gave the highest level of emotional intelligence and emotional management gave the least emotional intelligence. The emotional intelligence gave a very high level of satisfaction and showed no significant differences in the analysis of variance. The result showed that there was a statistically significant relationship between the level of psychosocial atmosphere and emotional intelligence.

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Introduction:-

There is an emerging body of research across various fields ascertaining that the atmosphere in the workplace constitutes a necessary aspect of emotional intelligence of the employees in the office setup (Sonntag, 2013). A broad quantity of discussion has signified that psychosocial factors at work presented to a vast range of emotional intelligence of workers. A significant amount of evidence has collected on the relationship between non-specific psychosocial and emotional intelligence. Constructive psychosocial factors can play as performance enhancing agent towards emotional intelligence. The most usual way in dealing with the relationship between the psychosocial atmosphere and workers' emotional intelligence has been the basis of stress management and work performance.

In the fast developing societies, psychosocial environments can be a major source of negative psychosocial factors which result to a tough working experience. Unfavorable psychosocial factors, however, have become continuously significant.

The adverse psychosocial factors in the work atmosphere are many and diverse. They include effort, reward, over commitment, effort-reward ratio, procedural, and interactional. All these elements link and varies the psychosocial climate in the working environment.

Emotional intelligence was described formally by Salovey and Mayer (1990). They defined it as ‘the ability to monitor one’s own and others’ feelings and emotions, to discriminate among them and to use this information to guide one’s thinking and actions’. They also provided an initial empirical demonstration of how an aspect of emotional intelligence could be measured as a mental ability (Mayer, DiPaolo, & Salovey, 1990). In both articles, emotional intelligence was presented as a way to conceptualize the relation between cognition and affect. Historically, ‘emotion’ and ‘intelligence’ were viewed as being in opposition to one another (Lloyd, 1979).

Emotional intelligence is an outgrowth of two areas of psychological research that emerged over forty years ago. The first area, cognition and affect, involved how cognitive and emotional processes interact to enhance thinking (Bower, 1981; Isen, Shaker). Emotions like anger, happiness, and fear, as well as mood states, preferences, and bodily states, influence how people think, make decisions, and perform different tasks (Forgas & Moylan, 1987)

The second was an evolution in models of intelligence itself. Rather than viewing intelligence strictly as how well one engaged in analytic tasks associated with memory, reasoning, judgment, and abstract thought, theorists and investigators began considering intelligence as a broader array of mental abilities (e.g., Cantor & Kihlstrom, 1987; Gardner, 1983/1993; Sternberg, 1985).

Given growing interest in emotional intelligence and the value of replication studies to confirming evidence, the aim of the present study was to investigate relationships between emotional intelligence and psychosocial atmosphere among local government personnel, a research design that replicates Lane et al. (2009).

Statement of the Problem

This study aimed to determine the psychosocial atmosphere and emotional intelligence among local government personnel in the Municipality of Sara, Province of Iloilo Philippines during the year 2018-2019.

Specifically, this study sought to answer the following questions:

What is the level of psychosocial atmosphere of local government personnel in terms of:

1. Effort;
2. Reward;
3. Over commitment;
4. Effort-reward Ratio;
5. Procedural; and
6. Interactional

Is there significant difference in the level of psychological atmosphere of the local government personnel?

To what level is the emotional intelligence of local government personnel in terms of:

1. Emotional Awareness;
2. Emotional Management;
3. Motivating Oneself;
4. Empathy; and
5. Social Skill?

Is there significant difference in the level of emotional intelligence of the local government personnel?

Is there a significant relationship between local government personnel psychosocial atmosphere and emotional intelligence?

Methodology:-

An exclusion criterion, as the entire population of the local government unit personnel in the municipality of Sara. The respondents were identified and data on employee perception of psychosocial atmosphere and emotional intelligence, gathered through survey, was determined using standardized scale. Survey questions were distributed to the 145 employees of that constitutes the entire population of the personnel in the municipal hall of the local government unit of Sara. The respondents were asked to determine their level of psychosocial atmosphere in terms

of six psychosocial atmosphere elements (effort, reward, over commitment, effort-reward ratio, procedural, and interactional) using a standardized five-point scale with 1.0-1.50 as poor, 1.51-2.50 as fair, 2.51- 3.50 as high, 3.51-4.50 as very high and 4.51-5.0 as excellent. The variance of the mean scores of these factors was determined to identify which factors had the greatest and the least impact on their level of job motivation. The level of their emotional intelligence on the five difference factors (emotional awareness, emotional management, motivating oneself, empathy, and social skills) were also rated on the same scale. The variance of their mean scores was also determined to identify which factors had the greatest and the least impact on their psychosocial atmosphere. Statistical analysis was carried out using One-Way ANOVA. Correlation between psychosocial atmosphere and emotional intelligence was further analyzed using the Pearson Correlation Test.

Results and Discussion:-

The questionnaire gathered the perceived level of psychosocial atmosphere of the local government unit personnel from the six psychosocial elements ascertained in this study. The results presented in Table 1 show that the respondents perceived a very high level of psychosocial atmosphere from effort, reward, over commitment, job promotion, procedural justice, and interactional justice.

Table 1:-Mean scores of the Level of Psychosocial Atmosphere as experienced by local government personnel

| Psychosocial Atmosphere | Mean | Description | SD |
|-------------------------|-------------|------------------|-------------|
| Effort | 4.16 | Very high | 0.46 |
| Reward | 4.22 | Very high | 0.41 |
| Over Commitment | 4.25 | Very high | 0.29 |
| Job Promotion | 4.24 | Very high | 0.30 |
| Procedural Justice | 4.21 | Very high | 0.25 |
| Interactional Justice | 4.21 | Very high | 0.38 |
| Overall Mean | 4.21 | Very high | 0.35 |

Figure 1 reveals that among the elements assessed, over commitment and job promotion gave the personnel in the local government unit of Sara the highest level of psychosocial atmosphere. The least element to affect their psychosocial atmosphere was effort. It can also be observed that the mean score have a very close results and have low standard deviation from each other.

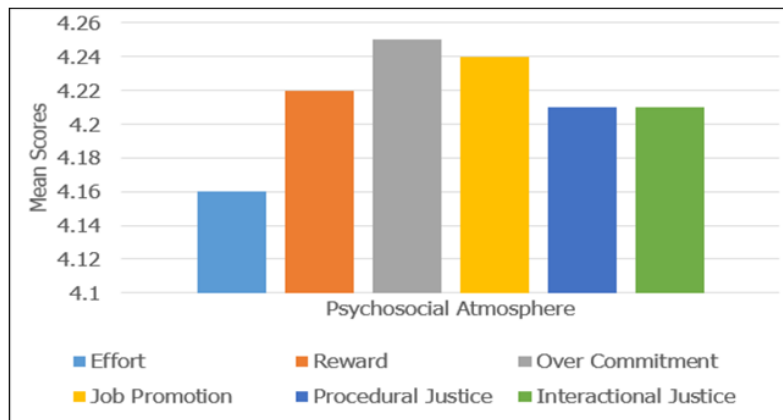


Fig 1:-Mean scores of the Level of Psychosocial Atmosphere as experienced by local government personnel

The psychosocial conditions of the people experience in the workplace, often referred to as the psychosocial atmosphere, have become a regular component in the studies if how this affect their emotional intelligence to cope up stress and adapt with occupational health (Johnson & Hall, 1996). Employees’ decision over their supply of effort play a key role in various incentive model or worker compensation (Lazear, 2000). This may explain why reward and effort have one of the least level of psychosocial atmosphere.

Organizational norms are a part of the social context in which personnel work and as such a shared experience. In models of workplace stress, the psychosocial atmosphere is comprised of variables from different groups. Karasek

and Theorell (1990) recognized that the psychosocial atmosphere should be recognized in the workplace. Employee commitment thus arguably play an important role in the workplace issues surrounding the separation between the employees (Athey and Roberts, 2001). This may elucidate why the local government unit personnel gave the very high level of psychosocial atmosphere.

Despite of the rankings Table 2 shows that the mean scores of all the elements had no significant difference from each other. This implies that the local government unit personnel perceived that they practice at the same extent by effort, reward, over commitment, job promotion, procedural justice, and interactional justice. These factors may also work jointly to create a positive psychosocial atmosphere.

Table 2:-The Significant Difference in the Level of Psychological Atmosphere of local government personnel

| | Mean | F-value | | |
|--------------------------|--------|---------|---------|-----------|
| Psychological Atmosphere | Square | | p-value | Decision |
| Effort | .085 | .233 | .948 | Accept Ho |
| | .363 | | | |
| Reward | .114 | .495 | .780 | Accept Ho |
| | .231 | | | |
| Over commitment | .092 | .299 | .913 | Accept Ho |
| | .308 | | | |
| Job Promotion | .087 | .240 | .944 | Accept Ho |
| | .362 | | | |
| Procedural Justice | .122 | .516 | .764 | Accept Ho |
| | .236 | | | |
| Interactional Justice | .076 | .235 | .946 | Accept Ho |
| | .323 | | | |

The response of the local government unit to the four elements that influence their emotional intelligence was also gathered. The results show that the factors in the local government unit in Sara such as emotional awareness, emotional management, empathy, social skill, and motivating oneself gave the very high intelligence of the personnel, as can be seen in table 3.

Table 3:-The Level of Emotional Intelligence of local government personnel

| Emotional Intelligence | Mean | Description | SD |
|------------------------|-------------|------------------|-------------|
| Emotional Awareness | 4.19 | Very High | 0.39 |
| Emotional Management | 4.18 | Very High | 0.34 |
| Motivating Oneself | 4.25 | Very High | 0.33 |
| Empathy | 4.23 | Very High | 0.36 |
| Social Skill | 4.21 | Very High | 0.23 |
| Overall Mean | 4.21 | Very High | 0.34 |

As table 3 indicates, results show that emotional intelligence in all dimensions came in a very high level degree. The researcher can dues this very high level for the local government unit personnel to number of reasons, including as cited by Goleman (1998) about the relationship between intelligence emotional and many factors of which may be expressive language among students and verbal expression, and Show their feelings for others.

This result concurred with Quality (2007), study which showed that emotional intelligence among workplace was excellent, while disagree and outstripped with Al-Otabi (2010) and 77 (2009), investigation which found that emotional intelligence was average.

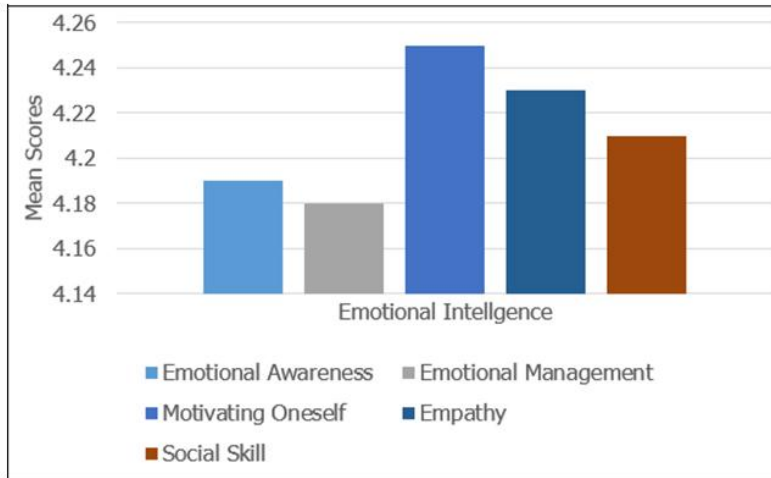


Figure 2:-Mean scores and standard deviation of the elements influence to emotional intelligence of the respondents

On the other hand, emotional management and emotional awareness gave the least satisfaction may be due to some personal struggle that they carry from home. This result contradicted with the conclusion drawn out by the Emotional Intelligence (2010) that emotional intelligence involves necessarily of a combination of competencies, which allow a person to be aware of, to understand and to be in control of his own emotions.

Results showed that there was a low standard deviation among the responses of the local government unit personnel. Table 4 showed that there was no significant difference on the analysis of variance on the level of emotional intelligence of the respondents. This implies that emotional intelligence in terms of emotional awareness, emotional awareness, motivating oneself, empathy and social skill all had the equal level of responses and the same effect on the emotional intelligence of the local government unit and must have a correlation with each other.

Table 4:-The Difference in the Level of Emotional Intelligence of Local Government Personnel

| | Mean Square | F-value | p-value | Decision |
|----------------------|--------------|---------|---------|-----------|
| Emotional Awareness | .027 .361 | .076 | .990 | Accept Ho |
| Emotional Management | .039 .238 | .166 | .955 | Accept Ho |
| Motivating Oneself | .020 .322 | .061 | .993 | Accept Ho |
| Empathy | .027 .301 | .090 | .986 | Accept Ho |
| Social Skill | .067 .231 | .288 | .885 | Accept Ho |

This study further examined the relationship between psychosocial atmosphere and emotional intelligence. Relationships are associated with a number of positive relationship as revealed in Table 5. This channel that when psychosocial atmosphere is high, the emotional intelligence is also high. This signifies that advancing the psychosocial atmosphere of the personnel may also advance their emotional intelligence, or advancing their emotional intelligence may also advance their psychosocial atmosphere.

Table 5:-The Relationship between local government personnel Psychosocial Atmosphere and Emotional Intelligence

| Compared Variables | Emotional Intelligence | Description | Decision |
|--------------------|------------------------|-------------|----------|
| | | | |

| | | | | | |
|--|--------------|---------------|--------|-------------|-----------|
| | Psychosocial | Pearson | .954** | Significant | Reject Ho |
| | Atmosphere | Correlation | | | |
| | | Significance(| .000 | | |
| | | 2-tailed) | | | |
| | | | | | |

Conclusion and Recommendation:-

Local government unit personnel discerned a very high level of psychosocial atmosphere from the psychosocial elements. Over commitment element gave the highest level of psychosocial atmosphere while effort elements gave the least atmosphere., but there was no significant difference among the levels of psychosocial atmosphere. The emotional intelligence factors gave a very high level of the personnel. Motivating oneself gave the highest level of intelligence while emotional management gave the lowest level of intelligence, though there was no significant difference established. There was a positive correlation between psychosocial atmosphere and emotional intelligence.

Based on what has been reached from this study, it is highly recommended for further studies that assess from the respondents be gathered and further acumen for the scores be further investigated.

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