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**IMPACT OF EMOTIONAL INTELLIGENCE ON WORK-LIFE BALANCE: A STUDY ON
EMPLOYEES OF A PRIVATE SECTOR BANK IN INDIA***

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ABSTRACT

The study has been conducted to examine the impact of Emotional Intelligence on Work-Life Balance among employees of private sector bank. Work-life balance is defined as a concept which includes a proper prioritizing between "work" and "lifestyle". Work is related to career and ambition of an individual and lifestyle relates to family, health, leisure and spiritual developments. WLB is at the core of Human Resource Development's major functions and that it may be a powerful tool for promoting effectiveness and efficiency among the individuals and the organization. The scale used for the study is general survey questionnaire. The sample size is 25 and simple random sampling was used to choose the respondents. The respondents for this study were the employees of different grades employed in Axis Bank. The study showed that the Emotional Intelligence had a positive and significant impact on the Work-Life Balance of the employees.

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INTRODUCTION

Emotional Intelligence:

Emotional intelligence is basically defined as the ability of an individual to be aware of, control and express his/her emotions and to handle interpersonal relationships in a good way. Individuals with high EI usually have greater mental health, better job performance and good leadership skills. Organizations not only deal with materials, but also deal with people. The success of any organization mainly depends on its human resource, because among all the resources, human resource is recognized as the most important one, because it's the human being who use all other resources and gets the desired output. "Human resource reflects an inherent dynamism and development potential" (Patra, 2004). Emotional Intelligence plays an important role in this regard. Emotional Intelligence is more important than normal intelligence and technical-skills in order to achieve success. According to HR magazine "Success at work is 80% dependent on emotional intelligence and only 20% is dependent on IQ". It has two types "INTERPERSONAL- Insight into others" and "INTRAPERSONAL - Self-awareness".

According to (Wong and Law, 2002) there are four different dimensions of emotional intelligence: -

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