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A Study on the Role of Emotional Intelligence in Career Decision Making among College UG and PG Students

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ABSTRACT: The current paper is an attempt to investigate the emotional intelligence and career decision making of UG and PG students, as both are critical factors influencing their entire lives. Emotional intelligence is defined as the ability to feel, use, communicate, recognise, remember, learn, manage, and understand emotions, whereas career decision-making is a rational decision for a future career. For the current study, a descriptive survey method is used. The research and data were compiled from 104 UG and PG students using a simple random sampling technique. The scales used for this research is the Trait Emotional Intelligence Questionnaire-Short Form (TEIQue), Emotional and Personality-Related Career Decision-Making Difficulties Scale-Short Form (EPCD). The research exposed that there is a significance difference between male and female students of UG and PG and also explored that there is a significance relationship between emotional intelligence and Career decision making.

KEYWORDS: emotional intelligence, career decision making, students.

I. INTRODUCTION

The role of emotional intelligence (EI) in college student decision making is a topic of growing interest and importance in the fields of education and psychology. The ability to recognise, understands, manage, and use emotions effectively in various aspects of life is referred to as emotional intelligence. It includes abilities such as self-awareness, self-regulation, empathy, and social skills.

College students must make numerous decisions, the most important of which is deciding on a career and academic path. This decision-making process is characterised by a complex interplay of emotions, goals, and practical considerations. Understanding the role of emotional intelligence in this context can help students navigate these important decisions.

II. REVIEW OF LITERATURE

Individuals with higher EI are more likely to have the confidence and skills needed to make sound career decisions. They are also more likely to investigate various career options and gather the information required to make a decision. Furthermore, EI can assist people in overcoming career indecision (Kimberly A. Schneider and Ronald E. Riggio, 2003). The researchers (Dong-Jin Lee and Eun-Ju Song 2004) came to the conclusion that EI is an important factor in career decisions. They proposed that career counsellors assess their clients' EI levels and provide interventions to help them develop their EI skills. The researcher (Santos, A., Wang, W., & Lewis, J.M. 2018) Career decision self-efficacy was found to significantly mediate the relationship between overall and specific abilities of EI and CDD, with full mediation effects observed for self-emotion appraisal and emotion use, as well as various difficulties, the study introduces a new perspective for career development research and provides deeper insights for career counsellors to assist clients in career decision processes.

III. OBJECTIVES OF THE STUDY

1. To study the relationship between Emotional intelligence and career decision making of students.
2. To find the gender difference in Emotional Intelligence and Career decisions making of students.

HYPOTHESIS

H0: There is no significance relationship between Emotional intelligence and career decision making of students.

H1: There is significance relationship between Emotional intelligence and career decision making of students

H0: There is no significance gender difference in Emotional Intelligence and Career decisions making of students.

H2: There is significance gender difference in Emotional Intelligence and Career decisions making of students.

IV. RESEARCH METHODOLOGY OF PROPOSED SURVEY

A descriptive survey method is applied for the present Research.

Sample & sampling techniques

For the present study, 104 students are selected from UG and PG courses of Karnatak university Dharwad affiliated colleges and by employing random sampling techniques.

ANALYSIS AND INTERPRETATION OF DATATable 1: Mean of male and female students

Variable	Gender	N	Mean
EI	Male	52	2.831944
	Female	52	2.919545
CDM	Male	52	5.294667
	Female	52	5.930909

Table 1 shows that the mean score of female students are higher than the male students which mean female students are highly emotionally intelligent when compared to male students and same with career decision making process.

Table 2: t-Test: Two-Sample Assuming Unequal Variances(EI and CDM)

	<i>Emotional Intelligence</i>	<i>Career Decision Making</i>
Mean	2.831944444	5.294666667
Variance	0.046992845	0.169183333
Observations	12	25
Hypothesized Mean Difference	0	
df	35	
t Stat	-23.82651958	
P(T<=t) one-tail	1.61223E-23	
t Critical one-tail	1.68957244	
P(T<=t) two-tail	3.22445E-23	
t Critical two-tail	2.030107915	

Table 2 shows that, the calculated P(T<=t) two-tail is 3.22445E-23 This finding suggests that the observed result is not statistically significant at the 0.05 level, leading to the rejection of the null hypothesis. The table presents evidence of a statistically significant association between Emotional Intelligence and career decision-making among undergraduate (UG) and postgraduate (PG) students.

Table3: t-Test: Two-Sample Assuming Unequal Variances(Gender)

	<i>Emotional Intelligence</i>	<i>Career Decision Making</i>
Mean	2.829545455	4.930909
Variance	0.01197408	0.328963
Observations	12	25
Hypothesized Mean Difference	0	
df	27	
t Stat	-17.66139924	
P(T<=t) one-tail	1.16134E-16	
t Critical one-tail	1.703288423	
P(T<=t) two-tail	2.32268E-16	
t Critical two-tail	2.051830493	

Table 3 shows that, the calculated $P(T \leq t)$ two-tail is 2.32268E-16 This finding suggests that the observed result is not statistically significant at the 0.05 level, leading to the rejection of the null hypothesis. The table shows that there is significance gender difference in Emotional Intelligence and Career decisions making of students.

V. CONCLUSION

It has been concluded that there is significance difference between male and female students of UG and PG and also explored that there is a significance relationship between emotional intelligence and Career decision making. It has been concluded that male and female students differ significantly in their career decision-making. This research looks at how emotional intelligence affects the quality of career decisions of students. Gaining a comprehensive understanding of the significance of emotional intelligence in the decision-making processes of college students can yield valuable insights for educators, counsellors, and the students themselves. This understanding can contribute to enhancing the quality of career choices and outcomes in a job market that is constantly evolving.

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