

EMOTIONAL INTELLIGENCE & PROSOCIAL BEHAVIOUR: MULTIDIMENSIONAL TRAIT ANALYSIS OF TECHNICAL STUDENTS

Lalatendu Kesari Jena*, Pratishtha Bhattacharya*, Lopamudra Hati*,
Dona Ghosh*, Madhusmita Panda*

**Pursuing Full Time PhD. Program at Dept. of Humanities and Social Science, IIT-Kharagpur, West Bengal, India. E-mail: lkjena1980@gmail.com*

Abstract *While trying to interpret the intricate mechanism working behind an individual's willingness to help others, we often lose our way right into the heart of myriads of psychological concepts of significance like disposition, emotion, intelligence and many such. It is observed that the internal motivation to engage in a helping behaviour does not occur in an isolated way, rather it occurs as an important conjunction of certain significant factors. In this connection there happens to be the semblance of "emotional intelligence" and "prosocial behaviour" in academic and later professional success which has been found unaccounted in literature; and hence usage of the variables to find out the connecting patterns has encouraged the doctoral scholars to investigate the predictors, including personality traits of postgraduate students and research scholars of premier institutions of national importance spearheading technical education in Eastern India.*

Keywords: *Well-being, Self-control, Emotionality, Sociability, Other-Oriented Empathy, Helpfulness*

INTRODUCTION

Emotion is one such factor which is said to play a significant role in the development of helping actions or prosocial behaviours, along with prosocial values and motives (Eisenberg, 1986, 2000). In alliance to the concept of "emotion" as a prevailing factor behind "prosocial behaviour", a construct namely "emotional intelligence" has been found to be an antecedent carrying a lot of positive attributes one of which is prosocial behaviour (Mayer, Hsee & Salovey, 1993). Daniel Golman's instant hit "Emotional Intelligence" among his several points, do mention that higher levels of emotional intelligence and prosocial behaviour has a distinctive link (Mayer & Cob, 2000). Tracing back to this link, it is considered that "empathy" and "altruism" are closely tied to "emotional intelligence", and on the other hand both of these concepts are regarded to be significant facets of "prosocial behaviour" (Jordan, Ashkanasy & Daus, 2008, Cartwright & Cooper (Eds)).

Jordan *et al.*, (2008) while positing whether emotional abilities like awareness, understanding and knowledge gives way to prosocial behaviour, remarks about Mayer, Hsee & Salovey's (1993) *Mood Regulation Strategy* claiming that people undertake prosocial behaviour out of the urge to regulate their negative state of mood, as a mechanism for escape from the situation; and whether an individual would engage in a likely act depends on their emotional

ability specifically that of emotional understanding and management. Mayer & Salovey (1995) further strengthen the claim by suggesting that positive emotional management tends to shape prosocial behaviour.

This interface of both the terms are still in embryonic stage, using the introductory ground work, an exploration has been carried out to unfold the psychology domain and research evidences pertaining to the construct of "emotional intelligence" and "prosocial behaviour" for critical analysis.

Emotional Intelligence

Emotional intelligence is a set of competency which provides balance and integrity to our emotional construct in handling oneself amidst interpersonal situations of varying degree with ease and proficiency. Emotionally intelligent people are those who are balanced, have insight into themselves and others, operate with integrity, respond well to challenges and connect to people (McPheat, 2010). To define it: "Emotional intelligence concerns the ability to carry out accurate reasoning about emotions and the ability to use emotions and emotional knowledge to enhance thought" (Mayer *et al.*, 2008).

Even though the concept of emotional intelligence is comparatively modern, its predisposing factors can be traced back to a long while ago, that of Darwin's work. Before

any strategic work on emotion; Charles Darwin mentioned in his works the role of emotional expression and how they capacitate in adaptation and ultimately survival (Darwin, 1872, 1965 as cited in Bar-On, 2006). E.I Thorndike's work on 'Social Intelligence' emphasized on an intelligence which was capable of managing one and the others; acted as a precursor to the formal development of the concept of Emotional Intelligence. Around 1940, David Wechsler while referring to intelligence as a concept; talked about non-intellective intelligence in his works. By non-intellective intelligence he meant emotional abilities of an individual. Later, J.P. Guilford identified forms of intelligence that involved processing information about one's own mood as well as others (Claxton, 2005). Howard Gardener in 1983, in his book "Frames of Mind: The Theory of Multiple Intelligences", discussed a whole array of intelligences. His two specific types of intelligence, interpersonal and intrapersonal, paved a way for further development of the concept of emotional intelligence (Singh, 2006). A few years later in 1985 Wayne Payne, first in his unpublished doctoral dissertation named "A Study of Emotion: Developing Emotional Intelligence", mentioned the term Emotional Intelligence for the first time. In the mid 80's Bar-On, an Israeli psychologist being interested to understand non-cognitive competency created a measurement for emotional intelligence. Around 1990, John Mayer and Peter Salovey wrote two articles which introduced the term emotional intelligence in main stream. Their attempt along with Caruso at measuring emotional intelligence gave way to the development of MSCEIT (The Mayer, Salovey and Caruso Emotional Intelligence Test) in 1999. In 1992, while working to work on emotion, Daniel Goleman came across Mayer & Salovey's article and asked them to use the term emotional intelligence, and then, in 1995, Goleman gave his bestseller 'Emotional Intelligence' which threw light on how emotion works and how emotional intelligence was practiced in workplaces. He also attempted to define emotional intelligence mapping on Gardner and Mayer & Salovey and with his another bestseller in 1998, 'Working with Emotional Intelligence', Daniel Goleman took a more organisation-centred look into emotional intelligence. But the assimilation, accommodation and successive drawbacks and gaps prompted several new approaches to study Emotional Intelligence like Bar-On's "Emotional Social Intelligence, 2006" and that of Trait EI by Petrides & Furnham(2001).

Trait Model: An offshoot of Emotional Intelligence

In order to remove the redundancy of the previous models of Emotional intelligence, Petrides & Furnham(2000, 2001) proposed the Trait EI model and put forward an array of comparison between Trait EI and the ability model. "Trait EI is defined as a constellation of self - perceptions located

at the lower levels of personality hierarchies" (Petrides, 2011). Mavroveli *et al.*, 2007 elaborates on the demarcated comparison between the two models which is as follows:

- Trait EI consists of behavioural dispositions and abilities which are self-perceived, whereas ability EI consisted of actual emotion-related abilities.
- Trait EI is basically measured through self-reported measures whereas ability emotional intelligence is measured through maximum-performance tests.
- Trait EI is generally investigated with reference to personality hierarchies, ability EI on the other hand must be investigated with reference to cognitive ability hierarchies.

Prosocial Behaviour

Evolutionary trend shows human beings to be the most prosocial of all species, who being a social species helps and guides their fellow mates to surge ahead in the battle for existence (Simpson *et al.*, 2008). The term "prosocial" relates to behaviours which are positive and intend to benefit other individuals. This beneficial behaviour is further defined as which "covers the broad range of actions intended to benefit one or more people other than oneself-behaviours' such as helping, comforting, sharing, and cooperating"(Batson *et al.*, 2003).

Quite interestingly, whenever we refer to prosocial behaviour, the term *Altruism* intervenes. Altruism can be defined as "A motive to increase another's welfare without conscious regard for one's self-interests"(Myers, 2010). There is hardly anyone-to-one interaction between the two concepts, since altruism is a motivational notion behind initiating beneficial action towards the welfare of others and prosocial behaviour is the action itself, but it's not a necessary criterion for a prosocial act to be altruistically motivated or an altruistic motivation to produce prosocial behaviour (Batson *et al.*, 2003).

If we trace back to William McDougal's (1908) quote on social psychology which says, "The fundamental problem of social psychology is the moralization of the individual by the society into which he is born as a creature in which the non-moral and purely egoistic tendencies are so much stronger than any altruistic tendencies", the induction of the concept of helping behaviour could be understood when compared with years later introduction of the concept of Bystander Effect by Latané and Darley in 1968. Around 1960s the focus of social psychology shifted a little from bigger issues of international crisis and their subsequent maladies like aggression, conflict, totalitarian leadership, conformity etc to more domesticated concept of prosocial behaviour (Batson *et al.*, 2003). The subtle change of focus in social psychology

was prompted by a sudden incident with Kitty Genovese of Queens, New York; whose murder was witnessed by 38 individual from her own neighbourhood all of whom set a blind eye to the incident and denied any intervention. This entire phenomenon of failing to act prosocially was debated by two psychologists John Darley and Bibb Latané; who claimed that the likelihood of responding to an emergent condition is influenced by the number of bystander present at the sight known as the Bystander Effect. It was further clarified by the duo that the phenomenon occurred due to the concept of Diffusion of Responsibility i.e, dispersion of the responsibility to act owing to the increase in the number of bystanders (Byrne, 2006).

EARLIER RESEARCH OUTCOME CONDUCTED ON EMOTIONAL INTELLIGENCE AND PROSOCIAL BEHAVIOUR

Some of the previous studies have tried to trace the association between emotional intelligence and prosocial behaviour from the context of taking these constructs merely as abilities or capacities. The present study provides an emphasis on investigating emotional and prosocial behaviour in terms of traits, which delineate this from other investigations emphasising on abilities solely. While discussing about emotional intelligence one specific factor that comes up now and then, is empathy. Several studies investigating social correlates of prosocial behaviour too has come up with this factor acting as a precursor. It has been found that empathy among several other social correlates, very effectively associate in bringing forth prosocial behaviour among individuals (Roberts & Strayer, 1966; Trommsdorff & Friedlmeier, 1999).

In the organisational context, the concept of prosocial behaviour has been studied from the point of focus of organisational citizenship behaviour. Organisational citizenship behaviour (OCB) can be referred as “anything that employees choose to do, spontaneously and of their own accord, which often lies outside of their specified contractual obligations” (Zhang, 2011). It has seven dimensions namely Altruism, Sportsmanship, Organisational loyalty, Organisational compliance, Individual initiative, Conscientiousness and Civic Virtue. Prosocial behaviour is quite at times used synonymously to OCB in organisational context, even though certain structural differences are visible (Aykler, 2010). In a study conducted by Charbonneau & Nicol (2002); Chin, Anantharaman & Tong, (2011) found emotional intelligence to be positively correlating significantly with altruism and civic virtue dimension of OCB. Davila & Finkelstein (2013) in their study traced OCB to find altruism dimension of OCB correlating significantly with wellbeing. Returning to the basic link between emotional intelligence and prosocial

behaviour, studies like those conducted by Afolabi (2013); Brackett, Mayer & Warner (2003); and Chu (2006), show significant relationship between emotional intelligence and prosocial behaviour. Besides, emotional intelligence is also seen to be act in role of moderating agent, between moral identity and prosocial behaviour (Cote, DeCelles, McCarthy, Van Kleef & Hideg, 2011). Investigating further ahead, we come across studies which verifiably shows that Trait EI is successful in associating with prosocial factors; higher score of which is evident for predicting prosocial factor and lower scores on the other hand predicts antisocial factors (Petrides, Sangareau, Furnham & Frederickson; 2006).

IMPORTANCE OF PRESENT STUDY

Although empirical evidence for emotional intelligence and prosocial behaviour has popularized the constructs in isolation, however several extravagant claims were made about the influence of EI on individual and group work performance; however these declarations relied heavily on anecdotal evidence and unpublished empirical work (Day & Kelloway, 2004).

As there is virtually none that tried to investigate trait emotional questionnaire (TEIQUE) and prosocial behaviour (PSB) among professional students specifically identifying the helping behaviour and altruism factors hence, basing on the literature reviewed, the following hypotheses have been proposed to be tested:

- Ha1: Higher level of other oriented empathy would be associated with higher level of well-being, emotionality, self-control factor and sociability factor.
- Ha2: Higher level of helpfulness would be associated with with higher level of well-being, emotionality, self-control and sociability factor.
- Ha3: Higher level of global trait EI would be associated with other-oriented empathy.
- Ha4: Higher level of Global Trait EI would be associated with Helpfulness.

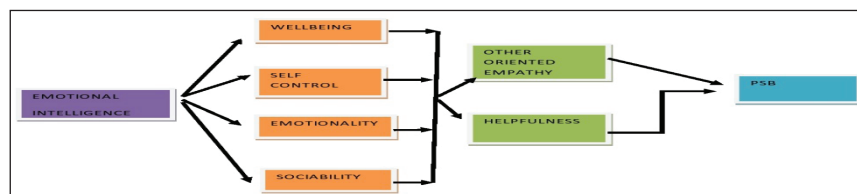
RESEARCH METHODOLOGY

Instruments Used

To measure prosocial behaviour, “Prosocial Personality Battery” by Penner, Fritzsche, Craiger & Freifeld (1995) was conducted. The battery consists of 56 items, which are divided into 7 individual subscales namely:

- Social Responsibility (SR),
- Empathic Concern (EC),
- Perspective Taking (PT),

Fig. 1: Conceptual Model for the Study



PSB- Prosocial behaviour

- Personal Distress (PD),
- Other-Oriented Moral Reasoning (O),
- Mutual Concerns moral reasoning (M) and
- Self-reported altruism (SRA).

These subscales were further factor analysed by Penner *et al.* (1995) leading 7 scales into two factors. The two factors are

- Other-oriented empathy means tendency to feel empathy and concern for others
- Helpfulness mean tendency (based on past experiences) to perform helpful acts

The questionnaire is based on a Likert-scale with 5 answer-choices and the scoring of these two factors are done by summing the subscales,; for Other-Oriented Empathy- Social Responsibility (SR), Empathic Concern (EC), Perspective Taking (PT), Other-Oriented Moral Reasoning (O) and Mutual Concerns moral reasoning (M) are scored and Helpfulness is scored by summing up Personal Distress (PD) and Self-reported altruism (SRA). The factors of prosocial personality battery (other-oriented empathy and helpfulness) have been found to correlate between .10 and .40 depending upon the sample (Penner & Finkelstein, 1998).

Emotional intelligence is measured with the help of “TEIQue” or Trait Emotional Intelligence Questionnaire. The questionnaire consists of 153 items, which represents 15 subscales respectively. The subscales are as follows:

- Adaptability-flexible and willing to adapt to new conditions
- Assertiveness -forthright, frank and willing to stand up for their rights
- Emotion expression -capable of communicating their feelings to others
- Emotion management -capable of influencing other people’s feelings
- Emotion perception clear about their own and other people’s feelings
- Emotion regulation capable of controlling their emotions
- Impulsiveness (low) reflective and less likely to give in to their urges

- Relationships -capable of having fulfilling personal relationships
- Self-esteem- successful and self-confident
- Self-motivation -driven and unlikely to give up in the face of adversity
- Social awareness - accomplished networkers with excellent social skills
- Stress management-capable of withstanding pressure and regulating stress
- Trait empathy -capable of taking someone else’s perspective
- Trait happiness -cheerful and satisfied with their lives
- Trait optimism -confident and likely to ‘look on the brighter side’ of life
- Broad Factors of the facets are -
- Well-being - Self-esteem, trait happiness, trait optimism
- Self-control - Emotion regulation, stress management, impulsiveness
- Emotionality - Emotion perception, emotion expression, trait empathy, relationships
- Sociability -Social awareness, emotion management, assertiveness
- Global trait EI. (Freudenthaler, Neubauer, Schell & Rindermann, 2008).

The reliabilities of the four broad factors were found to be: Emotional stability-0.59, Self-control-0.74, Sociability-0.71, Well-being-0.86 and Global trait EI-0.78 (Petrides, 2009 in Stough *et al.* (Eds)).

Sample Identification & Procedure for Data Collection

The sample of the study intends to include 300 students (both male and female) consisting of postgraduate and research scholars of various departments of IIT, Kharagpur and hence a random proportionate sampling design is selected for the study.

The data for the present study were collected from postgraduate students and research scholars (both male and female) of various departments from IIT, Khargapur and for ease a cross sectional survey design is chosen for the present study by the doctoral scholars. For the purpose of data collection two standardised questionnaires were adopted, which was made accessible to the sample via online survey programs as well as by distributing them manually. Prior to manually distributing questionnaire, proper informed consent from the participants was taken to participate in the study. Along with this signed assurance was provided to the participants about maintaining confidentiality by letting every person participating maintain their anonymity.

The participants were encouraged to return the questionnaire within a time limit of 7 days. Prior to distribution of the questionnaire the purpose of the study, which is research, was clarified to the participants.

STATISTICAL FINDINGS

To investigate the association between variables, multiple correlation was conducted along with Hierarchical

Regression with the usage of SPSS 20.

Table 1 shows significant positive correlation between Well-Being, Emotionality and Sociability with Other-Oriented Empathy and Helpfulness respectively. Although positive correlation is seen with self-control with both Other-Oriented Empathy and Helpfulness, the association is not significant.

Table 2 shows significant positive correlation between Global Trait EI, Social Responsibility, Other-Oriented Moral Reasoning, Mutual Concern and Self-Reported Altruism. It has positive correlation with the rest of the factors namely; Empathetic Concern, Perspective Taking and Personal Distress.

Well-Being is seen to significantly relate positively with Social Responsibility, Empathetic Concern, Personal Distress, Other-Oriented Moral Reasoning, Mutual Concern and Self-Reported Altruism. It has positive association with Perspective taking.

Self-Control is seen to associate positively with Social Responsibility, Empathetic Concern, Perspective Taking, Personal Distress and Other-Oriented Moral Reasoning

Table 1: Correlation Analysis Between two Factors of Prosocial Behaviour and Facets of Trait EI

TRAIT EI PROSOCIAL BEHAVIOUR	WELL-BEING	SELF-CONTROL	EMOTIONALITY	SOCIABILITY
OTHER-ORIENTED EMPATHY	.490*	.195	.464*	.635**
HELPFULNESS	.552**	.156	.546**	.438*

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Table 2: Correlation Analysis between Factors of Prosocial Behaviour and Facets of Trait EI

	SOCIAL RESPONSIBILITY	EMAPTHETIC CONCERN	PERSPECTIVE TAKING	PERSONAL DISTRESS	OTHER-ORIENTED MORAL REASONINH	MUTUAL CONCERN	SELF-REPORTED ALTRUISM
GLOBAL TRAIT EI	.417*	.289	.238	.170	.559**	.468*	.443*
WELL-BEING	.557**	.402*	.108	.441*	.576**	.627**	.439*
SELF-CONTROL	.243	.128	.093	.028	.051	.331	.156
EMOTIONALITY	.356	.476*	.094	.290	.539**	.578**	.276
SOCIABILITY	.090	.307	.221	.123	.225	.518**	.532**

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Table 3: Correlation Analysis between Global Trait Emotional Intelligence (Global Trait EI) and Other Oriented Empathy and Helpfulness

	OTHER-ORIENTED EMPATHY	HELPFULNESS
GLOBAL TRAIT EI	.514**	.397*

*. Correlation is significant at the 0.05 level (2-tailed).

** . Correlation is significant at the 0.01 level (2-tailed).

Table 4: Regression Analysis Predicting Other Oriented Empathy and Helpfulness from Four Facets of Trait EI and Global Trait Respectively

	DV: OTHER ORIENTED EMPATHY			
	R	R ²	Adjusted R ²	
	B	SE B	β	Sig
(CONSTANT)	.795	.880		.377
WELL-BEING	.169	.226	.208	.463
SELF-CONTROL	.037	.087	.081	.677
EMOTIONALITY	.154	.326	.126	.642
SOCIABILITY	.374	.127	.541	.008
	DV: HELPFULNESS			
	R	R ²	Adjusted R ²	
	B	SE B	β	Sig
(CONSTANT)	1.147	.851		.193
WELL-BEING	.193	.218	.268	.387
SELF-CONTROL	.016	.084	.039	.854
EMOTIONALITY	.276	.315	.255	.392
SOCIABILITY	.162	.123	.263	.205
	DV: OTHER-ORIENTED EMPATHY			
	R	R ²	Adjusted R ²	
	B	SE B	β	Sig
(CONSTANT)	1.455	.766		.070
GLOBAL TRAIT	.553	.193	.514	.009
	DV: HELPFULNESS			
	R	R ²	Adjusted R ²	
	B	SE B	β	Sig
(CONSTANT)	2.259	.729		.005
GLOBAL TRAIT	.380	.183	.397	.050

Mutual Concern, and Self-Reported Altruism, although not significantly.

Emotionality is seen to correlate positively significantly with Empathetic concern, Other-Oriented Moral Reasoning and Mutual Concern. It has positive association with Social

Responsibility, Perspective Taking, Personal Distress and Self-Reported Altruism.

Sociability is seen to correlate positively significantly Mutual Concern and Self-Reported Altruism. It has positive association with Social Responsibility, Empathetic Concern,

Perspective Taking, Personal Distress and Other-Oriented Moral Reasoning.

The results of correlation between Global Trait Emotional Intelligence on one hand and two factors of prosocial behaviour (Other-oriented Empathy and Helpfulness) show significant positive associability.

Table 4 shows Hierarchical regression predicting Other-Oriented Empathy and Helpfulness from four facets of Trait Emotional Intelligence namely; Well-Being, Self-Control, Emotionality and Sociability on one hand. On the other hand, Global Trait is seen to predict Other-Oriented Empathy and Helpfulness as well. The p-values of each of the variables shows a value above 0.05, indicating changes in the predictors on independent variables are not associated with changes in the outcome or dependent variable. Here the coefficients in each model shows that the constants and the respective independent variables do not contribute significantly to the model. R^2 here shows how much of Helpfulness and Other-Oriented Empathy can be explained by the four facets of Trait EI; and from Global Trait EI as well. Only 48% of Other-Oriented Empathy and 39% of Helpfulness can be explained from the four facets of Trait EI (Well-Being, Self-Control, Emotionality, and Sociability) respectively. Besides, only 26% of Other-Oriented Empathy and 15% of Helpfulness can be explained from Global Trait EI respectively. Hence the overall regression model shows no significant prediction.

DISCUSSION

The first hypothesis framed borders on establishing association between other oriented empathy with four facets of Trait EI namely; Well-Being, Self-Control, Emotionality and Sociability. The results show that other oriented empathy has significant association with Well-Being, Emotionality and Sociability. Even though positive association was found with Self-Control, the relationship was not significant. The present study establishes the relationship that Well-Being, Emotionality and Sociability are associated with Other-Oriented Empathy; or in similar terms an individual high on the Emotional Intelligence facets would be empathetic as well. Sociability deals with an individual as an agent involved in social interaction and bring about changes in others emotion, a common form which being negotiation (Petrides, 2001). In a related study, empathy was found to correlate well with sociability, where women out did male individuals on measurement of empathy (Hojat *et al.*, 2005). Emotionality, according to Petrides (2001), is the ability to express and perceive emotions and use it for sustaining retaining relationships with other significant individuals. Even though no significant results were found in case of emotionality predicting empathy in the present study, previous studies show different findings. Emotionality and

regulation taken together were found to predict responses triggered by empathy more successfully than the variables taken separately (Eisenberg, Wentzel, & Harris, 1998). Previous study on Well-Being and Empathy shows Well-Being to positively correlate with Empathy; in a study conducted on medical students to investigate how well-being and distress are related to empathy (Thomas *et al.*, 2007).

The second hypothesis deals with association between Helpfulness and four facets of Trait Emotional Intelligence (Well-Being, Self-Control, Emotionality and Sociability) on the other hand. The results show that Helpfulness has significant association with Well-Being, Emotionality and Sociability. Even though positive association was found with Self-Control, the relationship was not significant. The findings thus convey that individuals with higher levels of Well-Being, Emotionality and Sociability would have helpful dispositions. Certain previous finding too supports our present findings. In educational context, study conducted on children with specific language impairment (SLI) shows that children with lower level of SLI were more sociable and helpful in their behaviour in comparison to their higher level SLI counterpart (Hart, Fujiki, Brinton, & Hart, 2004). Similarly, in a study conducted on children, prosocial disposition or basic helpful disposition specific to this study was found to manifest high socially appropriate behaviour and low negative emotionality (Eisenberg *et al.*, 1996). Evidences on association between Helpfulness and Well-Being are lacking, but on a broader platform pro-social behaviour is found to establish relation with Well-Being. It has been investigated to found that prosocial spending, i.e. spending for other's benefit not only increases the level of happiness in individuals but also shows affinity towards increasing subjective well-being (Akin *et al.*, 2013).

The third hypothesis intends to establish association between Global Trait EI and Other-Oriented Empathy, the results too shows supportive evidence is establishing the relationship. Previous studies also establishes the claim, that emotional empowerment aids individuals to emulate other's significant emotional state unconsciously (Badea & Pana, 2010). It is also stated that empathic ability is said to be a virtue of those individuals who are high in emotional intelligence (Zeidner, Mathews & Roberts, 2009).

The present study also establishes the fourth conjecture that Global Trait Emotional Intelligence would associate with Helpfulness. It conveys that individual high in emotional intelligence would generally involve them in behaviours which would benefit the others significantly. In an allied study it is observed that emotional responsiveness correlates well with prosocial behaviour especially helpful acts in a study conducted to investigate children's vicarious emotional responsiveness and prosocial behaviour in context to their mother's emotional disposition (Fabes, Eisenberg & Miller, 1990).

IMPLICATIONS OF THE STUDY

The present study stresses on establishing relationship between emotional intelligence and prosocial behaviour, from the perspective of personality dimension. According to the perspective of considering prosocial behaviour as a personality dimension, it is stated that people engage in helping behaviours to demonstrate self-efficacy and mastery over the environment (Penner, Fritzsche, Craige, & Freifeld, 1995). On the other hand, trait emotional intelligence too considers emotional intelligence from the perspective of behavioural disposition, in reference to personality hierarchies. If considered from the point of personality dimensions, two constructs, emotional intelligence and prosocial behaviour, have deeper roots in to human psyche. Tracing back, it is implied that whatever tends to shape our overall personality would in course effect the development these two constructs too. The influence of several factors from socializing, to our biological makeup can be considered to study further the development of emotional intelligence and prosocialbehaviour with emphasis on how region to region biological make up varies along with socializing trends to influence emotional intelligence and prosocialbehaviour.

The various sub factors of each of emotional intelligence and prosocialbehaviour, so studied in the present study can be explored more intently. So far emotional intelligence has mostly being studied on individual level, further ahead it can be studied to see it's implication on collective presence, as in group dynamics. Again prosocial behaviour is said to have bystander effect or synonymous social loafing. Further investigation can be conducted to see whether helping behaviour produces better group dynamics, where emotionally intelligence moderates the association between the two. Even though the present study was not able to explore the specific emotional triggers that produces helping behaviours, for instance self-control, perspective taking, personal distress, social responsibility etc., an attempt can be made to understand those specific triggers.

LIMITATIONS AND CONCLUSION

The present study has shown that emotional intelligence has significant association with prosocialbehaviour. Human beings have always ensured that their tag of "Social Animal" remains intact, even though it may be regarded by many as a clichéd concept. At the root of our very survival, the single most important factor apart from various generic biological concepts and predispositions is our desire to exist as a social being in the society. Subsequently it seems that the entire human society has evolved helping and supporting fellow individual to attain a significant goal of every mortal being i.e. existence. Being prosocial can hence be regarded as a single most effective tool towards attaining that

goal. Empirical evidence points to the fact that emotional intelligence to be an important element associating with prosocial behaviour in humans. So the question remains how emotional intelligence can help in promoting better human existence.

The present study suffers from certain limitations too. The study could have been designed to include a larger sample size with sample from diverse background of individual. Besides, the method of data collection too could have been alternated along with certain behavioural task measures and interview as well.

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