

# **A Comparative Study of Emotional Intelligence, Job Satisfaction and Happiness among Higher Education Physical Education Professionals of Western Uttar Pradesh**

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## **Abstract**

*A comparative study of Emotional Intelligence, Job Satisfaction and Happiness among School Physical Education Professionals of Meerut, Muzaffarnagar, Bulandshahr & Bijnor District of Western Uttar Pradesh has been studied for the objective of analysing variability in emotional intelligence, job satisfaction and happiness on different geographical location in similar nature of profession. emotional intelligence scale of Nahid Ashraf and Sajid Jamal, job satisfaction scale for teachers of Ms. Nidhi Madan and Dr. Umender Malik & Oxford Happiness scale of Michael Argyle and Peter was utilised to collect data from 120 higher education physical education professionals, those were selected from different Colleges/Universities of 4 randomly selected districts of western Uttar Pradesh. **Results:** Emotional Intelligence of Higher Education's Physical education professionals of Meerut and Muzaffarnagar district is greater than the Bijnor's and Bulandshahr's Higher Education's teachers. Whereas Emotional Intelligence of Bijnor's and Bulandshahr's Higher Education's Physical education professionals are almost same. Job satisfaction of higher education's Physical education professionals of Meerut district is greater than the Bijnor's, Bulandshahr's, and Muzaffarnagar's higher education teachers. Whereas, job satisfaction of Bulandshahr's and Muzaffarnagar's higher education's Physical education professionals was found almost same. Happiness of higher education Physical education professionals of Muzaffarnagar district is greater than the Bijnor's, Bulandshahr's and Meerut's higher education teachers. Whereas, happiness of Bulandshahr's and Meerut's higher education Physical education professionals was found almost same.*

**Keywords:** Emotional Intelligence, Job Satisfaction, Happiness, Higher Education

**Introduction:** Emotional Intelligence is an ability to express, manage and control emotions of self and others. Teaching is an emotional practice which involves emotional relationships, emotional understanding and emotional labour. Teachers have to value emotional bonds with students and educate students as emotional and social beings. It requires high level of emotional intelligence. Yate (1997) discussed the role of EQ in career and rates the level of EQ needed for different jobs. According to him, jobs that do require a high level of EQ are being psychiatrist, social worker, family doctor, teacher, H.R. manager, training manager, adult education teacher. Job satisfaction refers to a person's feeling of satisfaction on the job, which acts as a motivation to work. It is not the self-satisfaction, happiness or self-contentment but the satisfaction on the job. Job satisfaction relates to the total relationship between an individual and the employer for which he is paid. Satisfaction means the simple feeling of attainment of any goal or objective. Job dissatisfaction brings an absence of motivation at work. Teacher job satisfaction is a key factor in teacher's quality, in terms of the stability of the teaching force and the commitment to the teaching organization (Klecker & Loadman, 1996; Shin & Reyes, 1991; Kushman, 1992). Happiness is a feeling of pleasure and positivity. When someone feels good, proud, excited, relieved or satisfied about something, that person is said to be "happy". Feeling happy may help people to relax and to smile.

**Objective of the Study:** In the present study, it is attempted to analyse the level of Emotional Intelligence, Job satisfaction and Happiness of Physical Education Professionals of higher Education Institutions.

**Methodology:** Emotional Intelligence, Job satisfaction and Happiness were considered as variables. Population of the Study; The Physical Education Professionals of Western Uttar Pradesh those are professionally qualified his/her any degree/diploma in physical education and sports from anywhere in India. Sampling: 30 samples were selected using proportionate random sampling and giving representation to Government, aided and unaided colleges & universities from randomly selected 4 Districts of Uttar Pradesh named as Meerut, Muzaffarnagar, Bulandshahr & Bijnor. Tools of the study: Emotional Intelligence scale of Nahid Ashraf and Sajid Jamal, Job satisfaction scale of Ms. Nidhi Madan and Dr. Umender Malik & Oxford Happiness scale of Michael Argyle and Peter Hills was used for collection of data.

**Results:** The findings of the study are mentioned as below

**Table 1**

**Descriptive Analysis of Emotional Intelligence among Higher Education Physical Education Professionals from the Districts of Western Uttar Pradesh**

District	No. of Subjects	Mean	Standard deviation	Minimum	Maximum
Bijnor	30	112.63	9.38	95.00	129.00
Bulandshahr	30	114.67	9.58	94.00	132.00
Meerut	30	127.60	12.87	103.00	169.00
Muzaffarnagar	30	117.90	7.29	97.00	133.00
Total	120	118.20	11.42	94.00	169.00

**Interpretation of the Data:** Table -1 exhibits the mean and standard deviation of Higher Education's Physical education professionals from the districts of western Uttar Pradesh i.e. Bijnor ( $112.63 \pm 9.38$ ), mean and standard deviation of Bulandshahr ( $114.67 \pm 9.58$ ), mean and standard deviation Meerut ( $127.60 \pm 12.87$ ), mean and standard deviation of Muzaffarnagar ( $117.90 \pm 7.29$ ) on emotional intelligence.

**Table-2**

**One-way analysis of variance (ANOVA) of Emotional Intelligence among Higher Education Physical education professionals from the Districts of Western Uttar Pradesh**

Variable	Source of variance	Sum of Squares	Degree of freedom (df)	Mean Square	F Ratio	Sig.
Emotional Intelligence	Between Groups	3957.67	3	1319.22	13.23	0.00
	Within Groups	11569.53	116	99.74		
	Total	15527.20	119			

**Interpretation of the Data:** Table-2 exhibits the analysis of ANOVA of selected psychological variable Emotional Intelligence among the Higher Education's Physical education professionals of randomly selected districts of western Uttar Pradesh i.e. Bijnor, Bulandshahr, Meerut and Muzaffarnagar. Further, the table clearly shows that the p value (0.00) is less than 0.05. Therefore, there is significant difference in Emotional Intelligence among the Higher Education's Physical education professionals of Bijnor, Bulandshahr, Meerut and Muzaffarnagar.

To find the exact location of difference where F-Ratio is significant pair wise mean comparison (Post-Hoc) was done by using least significant difference test (LSD). Data pertaining to this has been presented in table-1.11.

**Table-3**

**Post-Hoc (LSD) on Emotional Intelligence among Higher Education's Physical education professionals from the Districts of Western Uttar Pradesh**

Dependent Variable	District	District	Mean Difference (I-J)	Standard Error	CD/Sig.
Emotional Intelligence	Bijnor	Bulandshahr	-2.03	2.57	0.43
		Meerut	-14.97*	2.57	<b>0.00</b>
		Muzaffarnagar	-5.27*	2.57	<b>0.04</b>
	Bulandshahr	Bijnor	2.03	2.57	0.43
		Meerut	-12.93*	2.57	<b>0.00</b>
		Muzaffarnagar	-3.23	2.57	0.21
	Meerut	Bijnor	14.97*	2.57	<b>0.00</b>

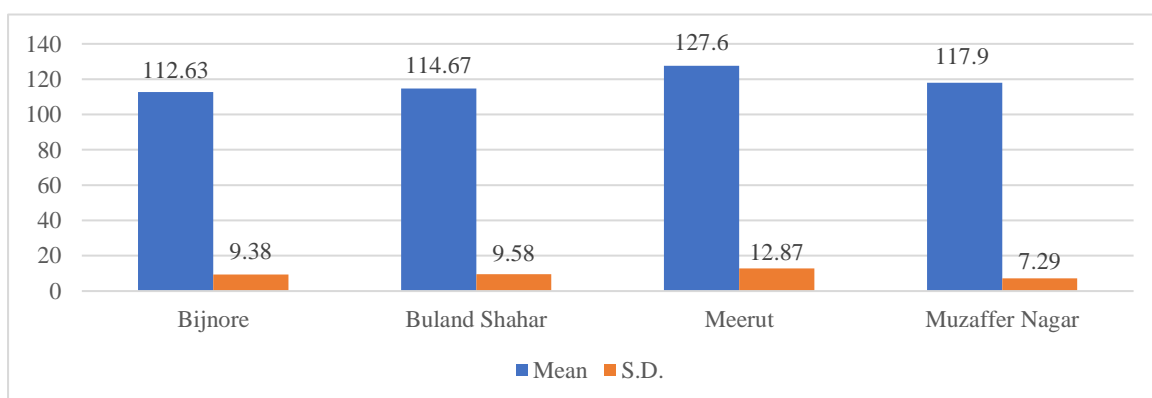
		Bulandshahr	12.93*	2.57	<b>0.00</b>
		Muzaffarnagar	9.70*	2.57	<b>0.00</b>
	Muzaffarnagar	Bijnor	5.27*	2.57	<b>0.04</b>
		Bulandshahr	3.23	2.57	0.21
		Meerut	-9.70*	2.57	<b>0.00</b>

**Interpretation of the Data:** The table-3 exhibits the pair-wise mean comparison, Post-Hoc through LSD of the variable Emotional Intelligence among Higher Education’s Physical education professionals from the districts of western Uttar Pradesh. The critical difference values which are less than 0.05 in bold figures with \* denotes that the mean of Bijnor’s Higher Education’s Physical education professionals is less than the mean of Meerut and Muzaffarnagar’s Higher Education’s Physical education professionals on the variable Emotional Intelligence at the level of significance 0.05. Further, the mean of Bulandshahr’s and Muzaffarnagar’s higher education physical education professionals are less than the mean of Meerut’s Higher Education’s Physical education professionals on the variable Emotional Intelligence at the level of significance 0.05. Furthermore, this has been interpreted that the Emotional Intelligence of Higher Education’s Physical education professionals of Meerut and Muzaffarnagar district is greater than the Bijnor’s and Bulandshahr’s Higher Education’s teachers. Whereas there is no statistically significant difference between Bijnor’s and Bulandshahr’s Higher Education’s Physical education professionals on their Emotional Intelligence.

Further, the graphical representation of mean and Standard deviation value of emotional intelligence among selected districts of westerns Uttar Pradesh are represented in figure 1.

**Figure-1**

**The graphical representation of mean and standard deviation of Emotional Intelligence among Higher Education’s Physical education professionals from the districts of Western Uttar Pradesh**



**Table -4****Descriptive Analysis of Job Satisfaction among Higher Education Physical education professionals from the Districts of Western Uttar Pradesh**

District	No. of Subjects	Mean	Standard deviation	Minimum	Maximum
Bijnor	30	74.10	7.30	58.00	88.00
Bulandshahr	30	82.27	8.83	66.00	107.00
Meerut	30	93.33	17.08	65.00	127.00
Muzaffarnagar	30	80.10	6.41	65.00	94.00
Total	120	82.45	12.72	58.00	127.00

**Interpretation of the Data:** Table -4 exhibits the mean and standard deviation of Higher Education's Physical education professionals from the districts of western Uttar Pradesh i.e. Bijnor ( $74.10 \pm 7.30$ ), mean and standard deviation of Bulandshahr ( $82.27 \pm 8.83$ ), mean and standard deviation Meerut ( $93.33 \pm 17.08$ ), mean and standard deviation of Muzaffarnagar ( $80.10 \pm 6.41$ ) on job satisfaction.

**Table-5****One-way analysis of variance (ANOVA) of Job Satisfaction among Higher Education Physical education professionals from the Districts of Western Uttar Pradesh**

Variable	Source of variance	Sum of Squares	Degree of freedom (df)	Mean Square	F Ratio	Sig.
Job Satisfaction	Between Groups	5811.77	3	1937.26	16.67	0.00
	Within Groups	13459.93	116	116.03		
	Total	19271.70	119			

**Interpretation of the Data:** Table-5 exhibits the analysis of ANOVA of selected psychological variable job satisfaction among the Higher Education's Physical education professionals of randomly selected districts of western Uttar Pradesh i.e. Bijnor, Bulandshahr, Meerut and Muzaffarnagar. Further, the table clearly shows that the p value (0.00) is less than 0.05. Therefore, there is significant difference in job satisfaction among the Higher Education's Physical education professionals of Bijnor, Bulandshahr, Meerut and Muzaffarnagar.

To find the exact location of difference where F-Ratio is significant pair wise mean comparison (Post-Hoc) was done by using least significant difference test (LSD). Data pertaining to this has been presented in table-1.14.

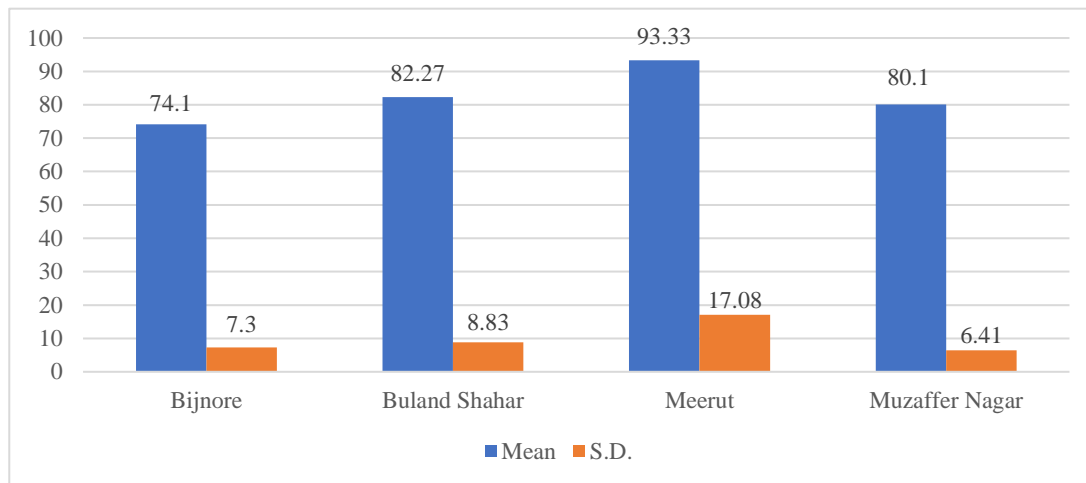
**Table-6****Post-Hoc (LSD) on Job Satisfaction among Higher Education's Physical education professionals from the Districts of Western Uttar Pradesh**

Dependent Variable	District	District	Mean Difference (I-J)	Standard Error	CD/Sig.
Job Satisfaction	Bijnor	Bulandshahr	-8.17*	2.78	<b>0.00</b>
		Meerut	-19.23*	2.78	<b>0.00</b>
		Muzaffarnagar	-6.00*	2.78	<b>0.03</b>
	Bulandshahr	Bijnor	8.17*	2.78	<b>0.00</b>
		Meerut	-11.07*	2.78	<b>0.00</b>
		Muzaffarnagar	2.17	2.78	0.44
	Meerut	Bijnor	19.23*	2.78	<b>0.00</b>
		Bulandshahr	11.07*	2.78	<b>0.00</b>
		Muzaffarnagar	13.23*	2.78	<b>0.00</b>
	Muzaffarnagar	Bijnor	6.00*	2.78	<b>0.03</b>
		Bulandshahr	-2.17	2.78	0.44
		Meerut	-13.23*	2.78	<b>0.00</b>

**Interpretation of the Data:** The table-6 exhibits the pair-wise mean comparison, Post-Hoc through LSD of the variable job satisfaction among Higher Education Physical education professionals from the districts of western Uttar Pradesh. The critical difference values which are less than 0.05 in bold figures with \* denotes that the mean of Bijnor's Higher Education Physical education professionals is less than the mean of Bulandshahr, Meerut and Muzaffarnagar's Higher Education's Physical education professionals on the variable job satisfaction at the level of significance 0.05. Further, the mean of Bulandshahr's and Muzaffarnagar's higher education Physical education professionals are less than the mean of Meerut's higher education Physical education professionals on the variable job satisfaction at the level of significance 0.05. Furthermore, this has been interpreted that the job satisfaction of higher education's Physical education professionals from Meerut district is greater than the Bijnor's, Bulandshahr's, and Muzaffarnagar's higher education teachers. Whereas there is no statistically significant difference between Bulandshahr's and Muzaffarnagar's higher education's Physical education professionals on their job satisfaction. Further, the graphical representation of mean and Standard deviation value of job satisfaction among selected districts of westerns Uttar Pradesh are represented in figure 2.

**Figure-2**

**The graphical representation of mean and standard deviation of Job Satisfaction among Higher Education’s Physical education professionals from the Districts of Western Uttar Pradesh**



**Table -7**

**Descriptive Analysis of Happiness among Higher Education Physical education professionals from the Districts of Western Uttar Pradesh**

District	No. of Subjects	Mean	Standard deviation	Minimum	Maximum
Bijnor	30	101.07	5.88	87.00	110.00
Bulandshahr	30	111.50	17.81	79.00	158.00
Meerut	30	112.10	18.13	79.00	158.00
Muzaffarnagar	30	92.77	6.43	81.00	106.00
Total	120	104.36	15.50	79.00	158.00

**Interpretation of the Data:** Table -7 exhibits the mean and standard deviation of higher education’s Physical education professionals from the districts of western Uttar Pradesh i.e., Bijnor ( $101.07 \pm 5.88$ ), mean and standard deviation of Bulandshahr ( $111.50 \pm 17.81$ ), mean and standard deviation Meerut ( $112.10 \pm 18.13$ ), mean and standard deviation of Muzaffarnagar ( $92.77 \pm 6.43$ ) on happiness.

**Table-8**

**One-way analysis of variance (ANOVA) of Happiness among Higher Education Physical education professionals from the Districts of Western Uttar Pradesh**

Variable	Source of variance	Sum of Squares	Degree of freedom (df)	Mean Square	F Ratio	Sig.
Happiness	Between Groups	7684.16	3	2561.39	14.19	0.00
	Within Groups	20941.43	116	180.53		
	Total	28625.59	119			

**Interpretation of the Data:** Table-8 exhibits the analysis of ANOVA of selected psychological variable happiness among the higher education's Physical education professionals of randomly selected districts of western Uttar Pradesh i.e. Bijnor, Bulandshahr, Meerut and Muzaffarnagar. Further, the table clearly shows that the p value (0.00) is less than 0.05. Therefore, there is significant difference in happiness among the higher education's Physical education professionals of Bijnor, Bulandshahr, Meerut and Muzaffarnagar.

To find the exact location of difference where F-Ratio is significant pair wise mean comparison (Post-Hoc) was done by using least significant difference test (LSD). Data pertaining to this has been presented in table-9.

**Table-9**

**Post-Hoc (LSD) on Happiness among Higher Education's Physical education professionals from the Districts of Western Uttar Pradesh**

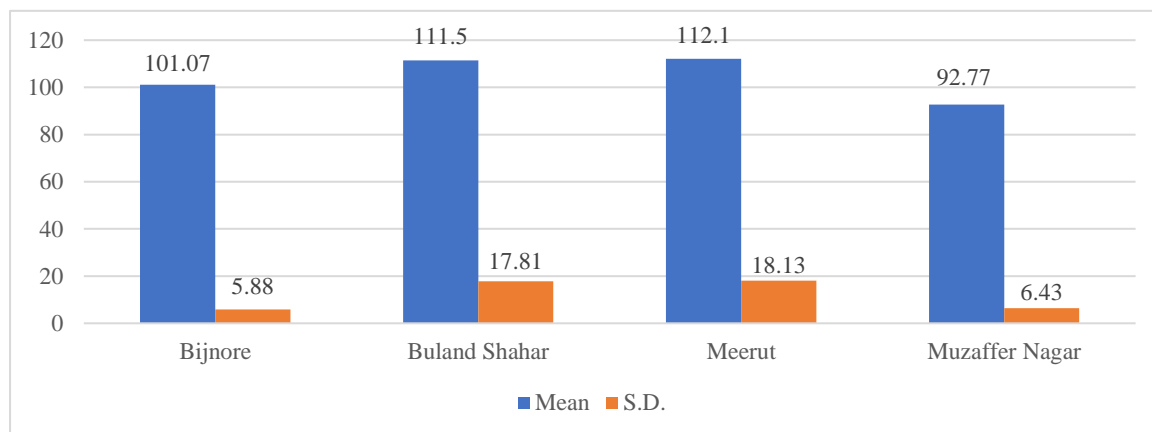
Dependent Variable	District	District	Mean Difference (I-J)	Standard Error	CD/Sig.
Happiness	Bijnor	Bulandshahr	-10.43*	3.46	<b>0.00</b>
		Meerut	-11.03*	3.46	<b>0.00</b>
		Muzaffarnagar	8.30*	3.46	<b>0.02</b>
	Bulandshahr	Bijnor	10.43*	3.46	<b>0.00</b>
		Meerut	-.60	3.46	0.86
		Muzaffarnagar	18.73*	3.46	<b>0.00</b>
	Meerut	Bijnor	11.03*	3.46	<b>0.00</b>
		Bulandshahr	.60	3.46	0.86
		Muzaffarnagar	19.33*	3.46	<b>0.00</b>
	Muzaffarnagar	Bijnor	-8.30*	3.46	<b>0.02</b>
		Bulandshahr	-18.73*	3.46	<b>0.00</b>
		Meerut	-19.33*	3.46	<b>0.00</b>

**Interpretation of the Data:** The table-9 Exhibits the pair-wise mean comparison, Post-Hoc through LSD of the variable happiness among higher education Physical education professionals from the districts of western Uttar Pradesh. The critical difference values which are less than 0.05 in bold figures with \* denotes that the mean of Bijnor's, Bulandshahr's and Meerut's higher education Physical education professionals are less than the mean of Muzaffarnagar's higher education Physical education professionals on the variable happiness at the level of significance 0.05. Further, this has been interpreted that the happiness of higher education Physical education professionals from Muzaffarnagar district is greater than the Bijnor's, Bulandshahr's and Meerut's higher education teachers. Whereas there is no statistically significant difference among Bulandshahr's and Meerut's higher education Physical education professionals on their happiness. Further, the graphical representation of mean and Standard deviation value of happiness among selected districts of westerns Uttar Pradesh are represented in figure 3.



**Figure-3**

**The graphical representation of mean and standard deviation of Happiness among Higher Education's Physical education professionals from the Districts of Western Uttar Pradesh**



**Conclusion:** Emotional Intelligence of Higher Education's Physical education professionals of Meerut and Muzaffarnagar district is greater than the Bijnor's and Bulandshahr's Higher Education's teachers. Whereas Emotional Intelligence of Bijnor's and Bulandshahr's Higher Education's Physical education professionals are almost same. Job satisfaction of higher education's Physical education professionals of Meerut district is greater than the Bijnor's, Bulandshahr's, and Muzaffarnagar's higher education teachers. Whereas, job satisfaction of Bulandshahr's and Muzaffarnagar's higher education's Physical education professionals was found almost same. Happiness of higher education Physical education professionals of Muzaffarnagar district is greater than the Bijnor's, Bulandshahr's and Meerut's higher education teachers. Whereas, happiness of Bulandshahr's and Meerut's higher education Physical education professionals was found almost same.

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