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Dr. Roshan Lal

Professor of Psychology
Panjab University, Chandigarh-INDIA

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Email: managingeditorijps@gmail.com, Phone: 9417882789

A STUDY OF MENTAL HEALTH AND SELF CONCEPT IN RELATION TO EMOTIONAL INTELLIGENCE

*Dr. Ritu Sekhri **Dr. Roshan Lal

Abstract

The contemporary researches have increased and focused on the type and extent for studying mental health, self concept and emotional intelligence, it is essential to stimulate researches in each of its aspects. The contemporary professionals are having highly stressful job which affects all these aspects. This study will certainly help understand how the selected variables play a significant role in an effective functioning of an organization. For this purpose 150 working professional of the age range of 35 -45 years randomly selected from Tri-city. The tools used Self-concept Scale, (Deo, 1998), Emotional Intelligence Inventory (Mangal and Mangal, 2012), Mental Health Inventory, (Srivastava and Jagdish, 1983) for data collection. The standardized psychological questionnaires were used to collect the data. Inter correlation was used to explore the relationship between variable.

Keywords: *self concept, mental health, emotional intelligence*

About authors: *Asst. Professor of Psychology, P.G. Govt. College for Girls,
Sector-11, Chandigarh

**Professor, Dept. of Psychology, Panjab University, Chandigarh (Corresponding author)

INTRODUCTION

Mental hygiene is the science of maintaining adequate mental health and keep mental disorders distal. So, today's world is highly demanding and every job front needs efficient worker to complete assigned task in defined time. Professional life has made quantum leap due to the impact and influx of technology and various new innovations. The rat race to emerge winner at any cost is taking heavy toll on the mental health and peace of mind of general public. The aura of becoming invincible has gripped the common

man into deep despair, and unending quest for achieving success at any cost is playing havoc with modern man's well being.

Everyone looks for soft skills as well as behavioral skills in a professional. A healthy workplace environment and the personal growth in a career need one most important skill that is Emotional Intelligence (EI). Emotional Intelligence is one of the latest concepts to evaluate the learning ability in a pragmatic domain. It has brought up self-

awareness, motivation, self-regulation, empathy and adeptness in relationships (Goleman, 2000).

If one knows how to express the feelings and work on the emotions appropriately can actually help build a positive self-concept in a very significant way. The banking professional has to ensure that his or her daily operations run smooth. To survive the challenges acquiring the EI skills can work wonders, with the positive attitude for self can easily help let go off the emotional hiccups.

The self-Concept makes decision for life changing events. It is nothing but one's image in one's eyes. Self-Concept helps understand the complex human behavior. Attitude, perception and feeling about self as well as the perception of others towards one actually determine the behavior pattern. Self-concept is not a substance but a process in which three stages viz., self-identity, self-evaluation and self-ideal will take place.

To be aware of oneself is to have a concept of oneself. Baumeister (1999) provides the following self-concept definition: "The individual's belief about himself or herself, including the person's attributes and who and what the self is". The self-concept is an important term for both social and humanistic psychology.

We may conclude by saying that Self-concept is the perception that individuals have of their own worth. This includes a composite of their feelings, a generalized view of their social acceptance, and their personal feelings about themselves. In day to day experiences, everyone in this mixed up world deals with inner-outer conflict. Self-concept plays an important role to work effectively in a stressful work culture from 9 am to 6 pm and then balance the professional and personal life. Awareness and inheritance of such skills can make sure that nothing takes toll on mental health. Anything which is beyond sustainability of a human being can cause distress. Extreme and adverse situations if not handled justly can lead to imbalance of mental health.

A healthy life depends on the healthy state of both body and mind. A sound *mental health* means best of physical health as well as social life. Similarly a person, well socially adjusted and with good physical health and likely to have a good mental health. According to the WHO (World Health Organization), mental health is: "... a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community." The

WHO stresses that mental health "is not just the absence of mental disorder."

Therefore, mental health can define a successful working of an individual and for a group. Psychological well-being in more extensive sense recommends a level of joy and fulfillment under conditions that advocate a perspective, a satisfactory individual and inter relationship with the outer world. what you think of yourself is practically a mental representation that brings in experience, feelings and emotions together, socially or professionally. It is evident that emotional intelligence influences one's mental construction, and how self-concept influences it Marchago (2002).

For banking professionals to sustain the challenges at work and home as well as to make a balance between both, needs to inherit the intelligence that deals with emotions. This would be acquired to develop the self-concept. As one knows how to work with these skills, sustain mental health in today's scenario where we come across many psychological health issues.

REVIEW OF LITERATURE

Miao, Humphrey and Qian (2016) analyzed that leaders' emotional intelligence (EI) positively relates to subordinates' job

satisfaction. All three EI streams (ability, self-report, mixed) exhibit significant incremental validity and relative importance (RW) in the presence of personality and cognitive ability in predicting subordinates' job satisfaction. Subordinates' EI positively relates to leaders' EI and mediates the relationship between leaders' EI and subordinates' job satisfaction. Moderator analyses indicate that-(a) Ability EI has a lower association with subordinates' job satisfaction than self-report EI and mixed EI. (b) Leaders' EI more positively relates to subordinates' job satisfaction in low in-group collectivistic or low humane oriented cultures.

Dolev and Leshnem (2016) investigated the impact of a teacher-centered EI training on teachers' EI in Israel. The findings illustrate that the training programme was perceived by the participants to have enhanced their EI competencies, as defined by the Bar-On model. Most participants integrated these competencies into their personal, professional and group identities and modified their EI-related behaviors.

Kaur (2016) found significant positive relationship between emotional intelligence and assertive behavior among nursing teachers. Emotional Intelligence

assertive behavior has no significant relationship with demographic variables like age, gender, qualification, teaching experience, marital status and type of family. It was concluded that the person who is emotionally stable expresses more assertive behavior.

Miao, Humphrey and Qian (2017) found that EI is positively associated with Organizational Citizenship Behavior (OCB) and negatively related to Counterproductive work behavior(CWB). An analysis of self-report EI found that the effects of EI on OCB and CWB are stronger in health care and service industries than in industries where emotional labor demands are lower. The results imply that organizations can increase OCB and reduce CWB by recruiting employees high in EI and by training employees in emotional competencies.

Batra (2005) found significant relationship between mental health and self-concept of secondary school teachers. The teachers with good mental health had positive and realistic self-concept than the teachers with poor mental health.

Ferro, Ferro & Boyle (2012) Investigated self-concept in Adolescents with Epilepsy (AWE) and, based on the evidence of these studies, to determine whether AWE

have compromised self-concept, to identify correlates of self-concept, and to evaluate interventions aimed at improving self-concept showed that there was no significant difference in self-concept between AWE versus healthy control subjects. Self-concept was associated with a number of socio-demographic, clinical and behavioral variables.

McInerney (2012) examined the predication of academic self-concept (English and Mathematics) and learning strategies (deep and surface), and their direction of effect, on academic achievement (English and Mathematics) of 8,354 students from 16 secondary schools in Hong Kong. Two competing models were tested to ascertain the direction of effect: Model A posited the effect of academic self-concept on learning strategies, whereas Model B posited the effect of learning strategies on academic self-concept. Structural equation modeling indicated that the data fit both models adequately, although Model B was found to have more applied heuristic value for practitioner than Model A because intervention is easier for learning strategies than self-concept. The finding suggested that academic self-concept, learning strategies and academic achievement have reciprocal relationship with each other.

Gupta (2002) studied about mental health in relation to self-concept of adolescents and found that there is a significant correlation between mental health and self-concept of adolescents.

Nahar et al. (2013) designed a study to investigate the association of job stress and mental health on government and non-government employees. Results revealed that there is a significant positive correlation between job stress and types of job. Additionally, significant job stress was found in non-government employees than government employees. Moreover, there is a negative correlation was found between job satisfaction and gender.

Kaur (2005) studied about mental health as related to teacher adjustment and found that there exists a significant relationship between mental health and adjustment of teachers.

RATIONALE OF THE STUDY

The emotional intelligence play a hugely significant role in countering the ill effects of negative mental health and low self concept. The emotionally sound individual is more geared to counter the negative impact caused by low self concept and related negativity. As banking sector is considered as one of the most challenging job sector in our country (Because of extremely hectic work

schedule and demanding working ambience), the investigator has chosen banking sector as the area in which he wishes to pursue the present study.

The present study is pivotal to assess the self-concept and mental health of banking professionals for EQ. This will certainly help understand how these factors play a significant role in an effective functioning of an organization. In this the era of technology the banking sectors have an advanced setup, providing more facilities in every domain of life however life has become far more complicated and eventually has increased level of thrust in both their personal and professional structure.

Objectives

1. To study mental health, self concept and emotional intelligence
2. To find out relationship between mental health, self concept and emotional intelligence

Hypotheses

The following hypotheses are formulated to empirically validate the above objectives:

1. There is a positive relationship between self-concept, mental health and emotional intelligence
2. Mental health and emotional intelligence and Self concept is having

significant difference.

METHODOLOGY

Sample

The sample will comprised of 150 banking professional between age 25 and 35 years from private Banks in Chandigarh. Incidental sampling will be used to collect the data from banking professionals which will satisfy the criteria mentioned above.

Tools

1. Self-concept Scale, (Deo, 1998)

2. Emotional Intelligence Inventory (Mangal and Mangal, 2012)

3. Mental Health Inventory, (Srivastava and Jagdish, 1983)

RESULT & DISCUSSION

Self concept and emotional intelligence are two different factors but seems to be inter-related in nature. Depth of self concept should evolve individual to have holistic view to his/her environment. Overall cohesive view to the external environment is broad feature of emotional intelligence as well. There is a positive relationship between self-concept and EI of the banking professional.

Table 1: Relationship between Emotional intelligence and mental health

S. NO.	Variables	N	(r) value	Significance
1	Mental Health	100	0.920	0.05
2	EI			

From the above table it is observed that the correlation value of Mental Health and emotional intelligence is 0.920. Thus, we understood that Mental Health and emotional intelligence among banking professional have a Strong positive relationship. Hence hypothesis is accepted. It means there is a linear relationship between self concept and emotional intelligence where if one variable increases, other variable also increases.

Self-concept is the perception that individuals have of their own worth. This includes a composite of their feelings, a generalized view of their social acceptance, and their personal feelings about themselves. Mental health is a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community.

Relationship between these two factors is as follows:

Table 4: Relationship between mental health and self concept

S. NO.	Variables	N	Pearson's product moment correlation (r)	Significance
1	Mental Health	100	0.798	0.05
2	Self concept			

On the basis of the tabulated values, it is revealed that the correlation value of Mental Health and self concept is 0.798. Thus, we understood that Mental Health and self concept among banking professional have a Strong positive relationship. Hence hypothesis is accepted. It means there is a linear relationship between Mental Health and self concept where if one variable increases, other variable also increases.

The most used procedure in the

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prediction of a continuous criterion variable is the multiple linear regression models. In this method, multiple correlation and multiple regression reveals the degree to which each selected independent variable like self concept and mental health are related to Emotional intelligence of banking professionals. Multiple regression helps in giving clear relationship and predictor role of independent variable on dependent variable.

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