

**INVESTIGATING THE RELATIONSHIP BETWEEN GENDER AND SPECIFIC FACETS OF EMOTIONAL INTELLIGENCE****Amit Sharma**(Research Scholar, Pursuing PhD in Education)  
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IEC University, Baddi, Distt. Solan, (HP) India**ABSTRACT**

The understanding of Emotional Intelligence (EI) plays a crucial role in interpreting how individuals behave towards themselves, interact with others, and achieve success in their jobs, among other areas. Past research has examined EI and gender separately; nonetheless, the more nuanced aspects of their connection have not been thoroughly explored yet. This article aims to examine gender from various perspectives and link it to certain aspects of emotional intelligence by using secondary data obtained from prior studies. The article is divided into five main parts, which are: an introduction to emotional intelligence, a theoretical reference framework, gender differences in emotional intelligence, specific dimensions of emotional intelligence related to gender, and finally, implications along with suggestions for future research. The results suggest that while gender differences exist concerning some aspects of emotional intelligence, these differences cannot be universally applied due to variations influenced by cultural, societal, and contextual factors. The paper emphasizes the significance of considering gender alongside numerous other variables that also impact EI and calls for further research to explore this relationship in various contexts.

**Keywords:**

Emotional intelligence (EI), Gender differences, EI and gender, Cultural and Societal, factors in EI.

**Investigating the Relationship Between Gender and Specific Facets of Emotional Intelligence****1. Introduction to Emotional Intelligence**

Emotional intelligence (EI) first of all describes the ability to recognise, understand, control, and influence one's own and others' emotions. Following the release of Daniel Goleman's 1995 book, "Emotional Intelligence: Why It Matters More Than IQ," which maintained that EI is a major determinant of both personal and professional success, the idea became generally accepted. Since then, many research in fields including psychology, education, organisational behaviour, and other fields emphasising emotional intelligence have been conducted.

Usually, EI is studied with respect to two main models: the ability model and the trait model. Introduced by Peter Salovey and John D. Mayer, the ability model sees emotional intelligence as a collection of cognitive abilities related to emotions. Concurrent with this, the trait model—connected with Goleman's well-known theories—defines emotional intelligence as personality qualities influencing social behaviours and emotions.

This paper will center on the ability model, which is based on empirical evidence and offers a structured approach to understanding the specific components of EI. Mayer and Salovey outline four branches or components of EI: 1. Perceiving Emotions: The capability to accurately identify and recognize emotions in oneself and in others. 2. Using Emotions: The skill to use emotions to aid cognitive tasks, such as solving problems. 3. Understanding Emotions: The capacity to grasp the meanings of emotions and how they interact in various contexts. 4. Managing Emotions: The ability to control and adjust emotional reactions in oneself and others. These components provide a solid foundation for exploring the connection between gender and EI.

**2. Theoretical Framework**

2. 1 A pertinent theoretical framework is the ability model of EI, which argues that EI consists of distinct, measurable cognitive skills related to emotions. This framework is especially valuable when examining gender differences, as it facilitates a thorough examination of each EI aspect.

2. 2 Various theories have been proposed to explain the origin of gender disparities in emotional intelligence. A prominent theory is the social role theory, which suggests that the variations in emotional intelligence stem from the societal roles and expectations placed on men and women. According to this theory, women are often encouraged to be caring and to express their feelings. This results from their upbringing, which enhances their emotional awareness and social skills. In contrast, men are typically taught to be confident and unemotional; this might explain their reduced expression of feelings and, in some situations, better control over their emotions.

2. 3 The biological viewpoint is another viewpoint helping to explain gender variations in emotional intelligence since it holds that these variations could be shaped by biological variables such as hormones and brain anatomy. For instance, some studies reveal that women have a bigger corpus callosum, which could improve the link between the two hemispheres of the brain and so encourage emotional processing. This biological perspective is sometimes criticized, meanwhile, for oversimplifying the intricate interplay between environmental and biological factors.

2. 4 In accordance to the socio-cultural point of view, the evolution of gender variations in emotional intelligence is much influenced by society and culture. It suggests that these variations in emotional intelligence are dynamic and moulded by society's cultural standards, values, and practices; they are not fixed. Examining how differences in emotional intelligence between sexes could change depending on various cultural settings is especially helped by this viewpoint.

### 3. Emotional Intelligence and Gender Disparities

Though the results are not consistent, many studies have been done to investigate how gender variations impact emotional intelligence. Studies on emotional intelligence tests show that, especially in areas like emotional awareness, empathy, and social skills, women usually score higher than men. Other research, on the other hand, contradict these conclusions or discover minimal significant variations; in other cases, men have been found to be more adept in emotional control. Although this could be the case, the writers note that the difference shown usually is somewhat small.

A meta-analysis titled Artificial Intelligence and Emotions: Gender Differences, conducted by Joseph and Newman in 2019, reviewed 166 studies related to gender and emotional intelligence, concluding that on average, women's scores surpass those of men, particularly in emotional awareness and empathy. The authors noted, however, that the magnitude of these findings was limited and showed considerable variability among different studies.

Brackett et al. (2006) revealed that women often excel in recognizing and interpreting emotions, while men demonstrate equal or even superior abilities in managing and utilizing emotions. This suggests that any gender differences may vary depending on the specific aspect of emotional intelligence being evaluated.

### 4. Emotional Intelligence Aspects and Their Gender Links

#### 4. 1 Recognizing Emotions

Employing emotions implies that individuals leverage these feelings to aid or obstruct various cognitive tasks like decision-making and problem-solving. This concept is closely linked to creativity, motivation, and resilience.

One perspective, exemplified by **Goleman (1995)**, posits that men are more adept at harnessing emotions for goal attainment and performance improvement. Goleman's work suggests a tendency for men to strategically deploy emotions in situations requiring assertion or competition, leveraging them as a tool to achieve desired outcomes. This viewpoint implies a gender-specific advantage in the instrumental application of emotional intelligence.

Conversely, other studies contend that gender plays a negligible role in this aspect of emotional intelligence. **Wong and Law (2002)**, for instance, found no significant differences between men and women in their capacity to utilize emotions to enhance performance. Their research suggests that the ability to leverage emotions for improved outcomes is not inherently linked to one's gender, implying a more generalized human capacity rather than a gender-specific trait.

These findings indicate that social context and the nature of specific tasks may significantly impact gender disparities in the emotional utilization facet.

#### 4. 2 Employing Emotions

Dealing with emotions is crucial in cognitive processes connected to problem-solving, decision-making, creativity, motivation, and resilience.

While various studies have sought to investigate if this emotional intelligence facet shows gender disparities, the results have been inconsistent. Some findings suggest that men perform better in utilizing emotions than women,

particularly in situations requiring assertiveness and competition. For example, Goleman (1995) noted that men are more inclined to channel emotions as motivation for achieving their objectives.

Others have discovered that there are no significant differences between genders regarding this capability. Wong and Law (2002) observed that both men and women could use emotions equally to enhance cognitive performance, provided their emotional intelligence levels were similar.

Consequently, these results indicate that the context, including the nature of tasks and social settings, may influence any observed gender differences in the use of emotions within emotional intelligence.

#### 4. 3 Understanding Emotions

Understanding emotions involves recognizing the meanings of emotions and how they relate to each other over time. This aspect of emotional intelligence connects well with emotional knowledge and reasoning.

Investigations of this kind of emotional intelligence have revealed that women generally score higher than men, especially in terms of understanding other people's emotional experiences. Two studies by Fivush and Buckner (2000) show that women are quite good in deciphering emotional stories and grasping the

This outcome aligns with the socio-cultural perspective, which reasonably suggests that women are socialized to be more emotionally expressive and aware of the emotional nuances in social interactions. Therefore, a higher emotional understanding in women may serve as an adaptive response to meet societal expectations, such as resolving conflicts and promoting social unity.

#### 4. 4 Managing Emotions

Managing emotions involves adjusting and controlling one's emotional responses or those of others. This emotional intelligence aspect is essential for emotional control, resolving conflicts, and effective leadership.

Findings related to gender differences in this area of emotional intelligence have been unclear. Some researchers argue that men are better than women at managing emotions, particularly in assertive and decision-making situations. However, it seems there is stronger evidence suggesting men utilize emotional skills more than women when it comes to achieving goals and maintaining social order. For example, Goleman (1995) states that men are more inclined than women to use emotional regulation techniques to reach their objectives and uphold social order.

However, other studies show that women better control their emotions—especially in situations requiring sensitivity and empathy—than men. According to a 2005 study by Rosete and Ciarrochi, women typically help others control their emotions and manage their own in trying circumstances than men do.

These findings suggest that the emotional management aspect of emotional intelligence can differ by gender, depending on the context and the specific emotional challenges involved. Men seem to excel in situations that demand direct and assertive emotional regulation, while women possess enhanced social skills in scenarios that require empathetic emotional regulation.

### 5. Future Research Directions and Implications

The results of this paper greatly expand our comprehension of gender and emotional intelligence (EI). Even though there are some differences related to gender in certain aspects of EI, these variations are not consistent across the board and might be influenced by factors like culture, society, and context. The paper highlights the importance of considering gender alongside various other elements that impact EI and urges for further investigation into this connection in diverse settings.

It is important to note that several limitations need to be addressed in future studies. Firstly, a significant portion of research on gender differences in EI has focused on Western or developed societies. There is a substantial need for more cross-cultural studies to determine how these differences in EI manifest across different cultural settings. Secondly, the majority of research has utilized self-reported methods to assess EI, which may lead to biases and other limits. There is thus a requirement for more objective evaluations of EI through performance-based assessments to accurately represent gender differences in this area.

Additionally, future research should examine the origins of developmental gender differences in EI. Questions such as how social factors, education, and cultural aspects contribute to these differences are vital. Gaining insight into the developmental origins could reveal ways to enhance EI in both males and females.

Lastly, there is an urgent need for applied research that investigates the real-world implications of gender differences in EI. For example, how do these differences affect personal relationships, workplace dynamics, and potential mental health outcomes? Understanding these practical effects can help us discover how EI can be a tool for achieving success in both personal and professional realms.

### 6. Conclusion

In conclusion, the connection between gender and emotional intelligence is complex and multi-faceted. Gender differences do exist; however, they are not absolute and can be affected by various other factors, including cultural, social, and contextual aspects. Therefore, this paper underscores the significance of recognizing gender as one of many elements that influence emotional intelligence while encouraging further exploration of these connections in a wider range of contexts.

The study brings new perspectives to understanding emotional intelligence through a gender-focused approach. It shows how men and women may possess varying emotional skills, why these differences arise, and the factors that may contribute to them, ranging from social influences to cultural and biological aspects. The findings possess both practical and theoretical significance for advancing emotional intelligence in both genders and leveraging it to enhance personal and professional opportunities.

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