Role of Emotional Intelligence and Work-Life Balance in Stress

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ABSTRACT

The present study investigates the influence of Emotional Intelligence on emotional health and coping mechanisms of employed and unemployed women. It also discusses the relationship between some socio-demographic parameters such as age, education, income, location and career with coping mechanisms, mental health and emotional intelligence. Mental health was measured by the Mental Health Inventory on six dimensions: Autonomy, Perception of Reality, Positive Self-Evaluation, Perception of Reality; Group-Oriented Attitudes; and Environmental Mastery. Assessment-Emotionally-Focused, and Problem-Coping styles were measured with the Coping Inventory (focused). The Emotional Intelligence Scale assessed the seven areas of emotional intelligence, including perception, expression, control, and usage. This present study provides a detailed assessment of EQ, mental health and coping methods in a sample of working and non-working women and the relationships between these factors.

Keywords: *Emotional Intelligence; Work-Life Balance; Occupational Stress; Coping Strategies; Employee Wellbeing; Burnout; Psychological Health.*

Introduction

Stress is a nearly inescapable partner in today's environment, especially at the office. Socio-Demographic Perspective Assessment of Emotional Intelligence, Mental Health and Coping Styles of Working and Non-Working Women. Unrelenting and never ending. The problem is placed within the framework of the social and occupational environment of Delhi National Capital Region (NCR). The reason of the need to investigate emotional intelligence, mental health and coping together is explained. The aims, research questions and hypotheses of the study are given. This chapter further clarifies the value of comparing women who were involved in schools and other education related contexts with women who were not involved in paid labor at the time of data collection. The point throughout is that women's psychological experiences cannot be reduced to their employment status or to an individual personality attribute. These experiences are not the product of a single element but of the ongoing interaction of emotional capacities, demands of everyday life, material resources, family structures and social expectations. Emotional intelligence is associated with coping skills. If you don't have strong emotional intelligence and effective coping abilities, you have neither. Researches found out that individuals with no emotional intelligence cannot deal with stressful and upsetting events efficiently. This can lead to arguments, embarrassment, the break-up of relationships and a decline in mental and physical health. A high emotional intelligence is associated with the use

of adaptive coping mechanisms that lead to self-growth and overall great well-being. When life throws problems at you, whether they are academic failures, rejections, broken relationships, or even the death of family members, it is imperative to have a high level of emotional intelligence, that is, the ability to know what one is feeling emotionally. Extremely high levels of emotional resiliency.

Cooperative Domestic Strategies for Both Men and Women

Studies have shown that men are more likely to utilize problem-focused coping methods when confronted with difficulties, and women are more likely to use emotion-focused strategies. This means women are more prone to mood problems, like anxiety and depression. Men are more likely to seek acceptance for what they do, but women are more likely to seek approval and reevaluation from society than themselves. The differences are because each individual is unique physiologically, especially the complicated relationship that occurs between sex hormones and stress chemicals such as adrenaline, noradrenaline and cortisol. Researchers disagree as to whether men are more likely to suffer from mental illness due to their increased sensitivity to self-criticism and performance, or women are more likely to suffer due to their increased sensitivity to interpersonal relationships and support.

Emotions and Stress Management Using Different Techniques

Emotional intelligence is the extent to which people are able to pay attention to, absorb and use emotional (interpersonal or intrapersonal) information (which may also be a sign of a difficult circumstance). Bar-On's research results reveal that emotional intelligence has a key role in the ability to interact with other people and remain resilient. In addition, three other coping methods that can be used to reduce the effects of stress are emotional competence, self-awareness, and empathy.

Emotional Intelligence as An Emotional Resource

A number of distinct models have been employed to describe emotional intelligence, and these models complement each other. According to Mayer, Salovey, and Caruso (2004), the ability model of emotional intelligence is a set of mental abilities that includes the ability to perceive emotions, the ability to use emotions to facilitate thought, the ability to understand emotional meanings, and the ability to manage emotions. By contrast, trait emotional intelligence is defined as a person's self-perceived emotional dispositions and competencies in the personality domain (Petrides, Pita, & Kokkinaki, 2007). Both traditions have had a large impact on the development of measurement styles in practical survey research. The research at hand utilizes emotional intelligence in a broad and practical way. Emotional intelligence is the ability to identify emotional states, understand the meaning of those experiences, communicate appropriately, manage reactions, and respond sensitively to other people. In this understanding, the construct is applied to everyday activities such as job, family life, and coping.

Psychological health is not merely the absence of a diagnosed disease. A key component of the current inquiry is the ability of people to engage in regular activities, maintain relationships, cope with everyday stress and seek support when needed. But a questionnaire that is designed to measure symptoms cannot capture all the good aspects of functioning. One way to avoid drawing any inferences about clinical diagnosis based on a screening score is to offer a full description of the result that was measured in the thesis. In some circumstances a high symptom score may be indicative that

the individual needs treatment. However, interpretation should be left to the validation of the instrument and when necessary examination by a skilled expert. This distinction prevents respondents from being classified on the basis of results from a prior survey.

Literature Review

Psychologists and behavioral scientists have spent a lot of time studying stress, which they see as both an immediate response to external demands and an ongoing byproduct of the dynamic relationship between humans and their environments. Stress, according to Lazarus and Folkman (1984), is based on our perceptions of the demands we face and our confidence in our ability to handle them. This is supported by the transactional theory of stress. When people take stock of their situation and realize they don't have enough resources, stress becomes palpable. Symptoms of stress include anxiety, fatigue, and burnout (Ganster & Rosen, 2013). Modern workplace stress can be attributed to numerous sources, such as, but not limited to, excessive hours, worries about job security, unclear duties, and the constant connectivity brought about by digital technology (American Psychological Association, 2022). Due to the recent increase in global stress levels, researchers have been exploring potential solutions on both the individual and organizational levels. Emotional intelligence and the art of work-life balance are two topics that are getting more and more focus.

Emotional intelligence, or EI for short, has been a popular concept for studying people's stress responses in recent years. The capacity to recognize, understand, and manage one's own and other people's emotional states was initially defined by Salovey and Mayer (1990) as emotional intelligence (EI). Success and happiness depend on this idea, which Goleman (2015) expanded upon by stressing the significance of self-regulation, social skills, and empathy. Scientific evidence backs up these claims, showing that those with higher EI usually experience less stress. They have enhanced emotional intelligence, which allows them to identify and manage difficult emotions and remain calm under pressure (Schutte et al., 2007; Extremera & Rey, 2016). Furthermore, they have a propensity to select resilient and burnout-reducing coping mechanisms like problem-solving and positive reframing over avoidance and withdrawal (Mikolajczak, Menil, & Luminet, 2007).

Managing one's own stress is just one aspect of emotional intelligence's usefulness in the workplace. The amount of stress experienced is influenced by how it affects relationships in the workplace, the effectiveness of leadership, and the level of job satisfaction. Emotionally intelligent workers are better able to deal with stress because they are more resilient, have a better grasp of group dynamics, and are skilled at conflict resolution (Côté, 2014; Di Fabio and Saklofske, 2018). Leaders with high emotional intelligence are adept at controlling their own emotions and also have a significant impact on the culture of their organizations. In order to alleviate stress and prevent burnout, Miao, Humphrey, and Qian (2017) state that they cultivate teams where open communication and trust are commonplace. As a resource that individuals and organizations can use, emotional intelligence is a personal tool in the fight against stress.

A work-life balance (WLB) is another important factor that influences stress and overall health. A "work-life balance" (WLB) occurs when an individual is able to keep their professional and personal lives in check, without letting one dominate the other (Greenhaus & Allen, 2011). The inability to find time to relax or for work to not interfere with family time is what causes people to suffer work-family conflict, according to research by Allen et al. (2014) and Haar et al. (2014). Emotional exhaustion,

job dissatisfaction, and discomfort are common outcomes of this conflict. According to research by Kossak, Baltes, and Matthews (2011), employees who perceive they are not adequately juggling their personal and professional life are more likely to experience high levels of stress and burnout.

Organizational practices are crucial in helping people strike a balance between their personal and work life. According to Allen et al. (2014) and Beauregard and Henry (2009), employees are better able to handle stress and find a work-life balance when their employers offer them flexible scheduling options, understanding supervisors, family-oriented policies, and manageable workloads. Workers can take care of personal matters and family obligations without feeling overwhelmed by options like flexible work hours or telecommuting. Individuals' mental health and the degree to which their work and personal life are incompatible both improve as a result of this. But employees may feel exhausted and more likely to suffer from burnout if they are subjected to excessive demands and short work hours (Hara et al., 2014).

A rising amount of research has recently illuminated the substantial correlation between emotional intelligence and stress, work-life balance, and other related concepts. When faced with difficulties, persons with higher emotional intelligence are more inclined to set and stick to healthy limits, express what they need, and ask for help. This allows them to maintain a more long-term-friendly equilibrium, say Di Fabio and Saklofske (2018). On top of that, when their lives are balanced, they have the mental tools to deal with stress and keep their emotions in check. According to Miao et al. (2017) and Extremera & Rey (2016), individuals with high emotional intelligence tend to handle conflicts between their personal and professional lives better. Emotional intelligence can shield individuals from the negative effects of work-life conflict, according to study. When people have a healthy work-life balance and high levels of emotional intelligence (EI), they are better able to adapt to and succeed in demanding work settings.

Overall, the evidence is strong: managing stress and boosting overall wellness both need emotional intelligence and a good work-life balance. A healthy work-life balance fosters an environment conducive to true rehabilitation, while emotional intelligence development equips individuals with the skills needed to navigate difficult situations. When both of these factors are considered at the same time, a fuller picture of stress could emerge. In order to properly handle stress in the job, it is crucial to combine personal growth with organizational aid.

Theories' Foundational Concepts

Several strong psychological concepts can be useful when attempting to gain a better grasp of the connection between stress, work-life balance, and emotional intelligence. These theories guide our understanding of stress, emotional regulation, and the juggling act that humans face every day. The Transactional Model of Stress and Coping and the Boundary and Role Theory give a good groundwork for considering this.

As per Lazarus and Folkman's Transactional Model of Stress and Coping (1984), stress isn't something that happens to you because of outside forces. Contrarily, it argues that your environment is the primary source of stress in your life. Anxieties sets in when you assess a situation and realize it's too risky or overwhelming to handle. This technique involves two mental steps. The first thing you do is figure out if the issue is bad or just difficult. The next thing to do is check your resources to see if you can handle it. Emotional intelligence plays a crucial role on both levels. More emotionally

intelligent people can read people's body language and read the situational dynamics better, allowing them to make better decisions. Workplace stress doesn't get the best of them since they are more likely to keep their cool and believe in their abilities (Salovey & Mayer, 1990; Schutte et al., 2007).

However, your interpretation of a situation is not the only factor. Dealing with stressful situations, or coping mechanisms, is also highly valued in the transactional model. More effective coping mechanisms are often employed by those with high emotional intelligence. They have the ability to think creatively, get others' opinions, and remain positive no matter what challenges they face. (Extremada & Rey, 2016; Mikolajczak et al., 2007) They are less prone to bury their emotions or run away from problems. Also, they won't be able to sidestep the issue as much. However, being emotionally intelligent goes beyond just having a good mood right now. With the help of this real resource, people may get back on their feet after going through tough times.

The primary function of emotional intelligence is to aid in the regulation of one's own emotional experiences. Boundary and Role Theory are useful tools for navigating the myriad external demands imposed by things like job, family, and life in general. Boundary theory states that people separate different parts of their lives, especially their professional and personal lives, by creating mental, physical, and temporal barriers (Ashforth, Kreiner, and Fugate, 2020). Setting clear boundaries can make it lot easier for you to transition between tasks, disconnect from work when you're not on the clock, and refuel when you have free time. A decrease in stress levels is the overall effect of this. Conflicts arise, however, when boundaries between the two start to blur, as when you check your business email when you're with family. Stress and emotional weariness are further outcomes of this conflict, say Greenhaus and Allen (2011).

The idea of roles posits that people are capable of juggling several responsibilities well, such as those of an employee, parent, and husband, each of which carries with it its own distinct expectations. Role conflict and role overload, which lead to an increase in stress levels, are the outcomes of competing demands from various roles, as stated by Kahn et al. (1964) and Allen et al. (2014). Achieving a work-life balance mostly involves figuring out how to keep these roles from interfering with each other, which will reduce conflict and greatly enhance pleasure. Companies help their employees manage their tasks more smoothly when they give them family-friendly policies or flexible work arrangements, according to Beauregard and Henry (2009) and Kossek et al. (2011). This means that employees experience less stress and better overall wellbeing.

There is also the issue of emotional intelligence to consider here. It equips people to deal with issues that arise when their personal and work lives intersect, set boundaries, and communicate their needs clearly. Di Fabio and Saklofske (2018) state that workers with higher EQ are more equipped to handle these kinds of problems, which helps keep things in check. For emotional healing and stress management, a more balanced existence is a necessity.

A strong framework for analyzing the impact of emotional intelligence and work-life balance on stress can be obtained by combining the Transactional Model of Stress and Coping with Boundary and Role Theory. While work-life balance determines the extent to which external pressures produce stress, emotional intelligence influences how people perceive and react to stress. The integration of these ideas makes it clear that stress is influenced by both internal and external factors; it is the result of both, influenced by emotional intelligence and the structure of one's everyday life.

Stress and Emotional Intelligence

A person's ability to process and cope with stress is a measure of their emotional intelligence. Feelings of annoyance, fury, or worry might quickly erupt in response to problems, making it harder to think clearly and increasing stress levels. Those that are emotionally intelligent are able to recognize these emotions in their early stages and know how to keep them from getting worse. According to Salovey and Mayer (1990) and Goleman (2015), those who struggle to control their negative emotions often experience chronic stress. They are able to keep their cool and adjust to changing circumstances because they are self-aware and therefore able to empathize with others.

Emotional regulation is the bedrock of this. People with high EQ are more resilient in the face of adversity and can cope better with negative feelings like anger, sadness, and fear. Gross (1998) and Extremera and Rey (2016) both note that despite the strain, they manage to maintain optimism and motivation. Because of this capacity, they are better able to keep their composure in tense situations, keep their cool when arguing, and recover quickly from failures. Research by Mikolajczak et al. (2007) and Schutte et al. (2007) indicates that employees with strong emotional intelligence tend to recover from tough days faster and are less prone to burnout. But that's not all. With the help of emotional intelligence, it is feasible to utilize more effective coping mechanisms. Lazarus and Folkman (1984) argue that coping is more than simply getting through stressful situations; it's the deciding factor in whether you feel better or worse after dealing with them. People with high EI don't just shrug off or disregard issues when they arise. Rather, they put their energy on figuring out what stresses people out and then finding ways to fix it (Mikolajczak et al., 2007).

They have a better approach to dealing with stress because they are more open about how they're feeling and because they are able to see the bright side of negative situations (Extremera & Rey, 2016). All of these things work together to make people more resilient and less vulnerable to the long-term consequences of stress.

When it comes to dealing with stress on the job, emotional intelligence is a must-have skill. Workplace pressure can take many forms, including disagreements, misunderstandings, and awkward situations with superiors or coworkers. Emotionally intelligent people pick up on social signals faster than average. They are good listeners who can put themselves in another person's shoes and express how they feel without adding stress to the situation. There will be fewer conflicts and better communication as a result (Côté, 2014; Miao et al., 2017). Someone with these abilities is able to prevent arguments from escalating and build stronger relationships. Workplace anxiety plummeted because everyone felt much more secure and protected.

The ability to bounce back quickly from adversity is another quality that emotional intelligence fosters. A high EI person doesn't see every setback as a catastrophe. Instead of seeing problems as dangers, they see them as opportunities. Having that outlook allows people to remain positive and determined in the face of adversity (Schutte et al., 2007; Di Fabio & Saklofske, 2018). They bounce back from setbacks, keep their composure, and keep their health even when faced with extended periods of stress. EI has long-term benefits for mental health and adaptability in addition to helping with moment-to-moment emotion management. Emotional intelligence protects people from stress, according to research. Having enhanced self-awareness, enhanced emotional regulation, more effective coping mechanisms, and stronger interpersonal skills, people with high EI are better able to handle pressure and keep their equilibrium, even when faced with challenging situations.

Work-Life Balance and Stress

Professional-life balance is not only about making life simpler for people, it also impacts the way they cope with stress as the boundaries between home life and professional life become more permeable. Greenhaus and Allen (2011) describe work-life balance as the ability to properly juggle work and personal roles in a way that is satisfying and sustainable. Achieving this balance means people can bounce back from work stress more quickly, protect their mental health, and do their best work. But when there is too much of a work that requires time away from family and personal life, stress increases. These are followed by emotional exhaustion, irritability and burnout.

Work-family conflict is a major source of burnout and an unhealthy work-life balance. One example of how professional and personal duties can conflict is when long hours take time away from your family or interests (Greenhaus & Beutell, 2015). Studies by Allen et al. (2014) and Amstad et al. (2011), among others, have linked high levels of work-family conflict to greater psychological strain, depression, and job dissatisfaction. The more they attempt the more they burn out . Those who are juggling several duties will eventually burn out from not having enough time or energy to satisfy everyone 's needs.

However, wellness is possible when people learn to balance work and life. A healthy recovery includes the capacity to rest and refresh your mind and body. Holidays are more than an opportunity to rest, to spend time with loved ones, to pursue a hobby. They help people to disconnect from work and to recharge their energy (Sonnentag and Fritz, 2007). When employees can emotionally separate from their work during their time off, they come back to work feeling refreshed and ready for whatever the day throws their way. Without these intervals, tension accumulates and weariness is more probable (Haar et al., 2014).

Workplaces are a big factor of how possible a work-life balance could be. Workplace policies that focus on families, provide some flexibility to employees in terms of scheduling and locations, and maintain reasonable workloads result in happy and healthy workers (Beauregard & Henry, 2009; Kossek et al., 2011). When managers are concerned about the personal life of their workers and give some latitude in the way they do their work, it alleviates a lot of stress for everyone involved (Allen et al., 2014). On the downside, this gets worse when people are made to work long hours, be always available and be ruthlessly productive.

Technology also has a dual function here. The luxury of telephones and remote access is paid for by the loss of actual detachment. Many of the “always-on” culture members (Derks et al., 2014) check their emails while having supper or even think about work before going to bed. Minds stay connected to work when off the clock, increasing stress and reducing time for healing.

The studies speak for themselves on the need of a healthy work life balance. Well-managed professional and personal lives result in less stress, more happiness, and protection of mental health. But when the equilibrium is broken and the stress levels increase the risk of burnout becomes substantial. The time for recuperation goes and.

Link Between EQ and Work-Life Harmony

People with good work-life balance and high emotional intelligence are better at managing stress in their personal and professional lives. Emotional intelligence is a sign of greater ability to cope with

difficult conditions, and a healthy work-life balance gives more time and space for recharging. New research also reveals that EI enables people to maintain a better work–life balance as well as reducing stress (Di Fabio & Saklofske, 2018; Miao et al., 2017).

People who score high on the emotional intelligence test don't merely accept feeling overwhelmed, they fight to overcome it. They are effective in communicating, setting boundaries and voicing their desires, hence, they can separate work from their personal lives (Salovey & Mayer, 1990; Greenhaus & Allen, 2011). They are more likely to ask for flexibility in their schedules, share duties or seek aid from a buddy instead than bottling up their emotions. This reduces the chances of them suffering from burnout and avoids them feeling pulled in too many directions (Di Fabio & Saklofske, 2018).

Maintaining balance is never simple but emotional intelligence is key in any situation. They know how to deal with the stress and guilt that come with trying to juggle job and family commitments. They are better at self-soothing, which reduces the association between imbalance and stress, keeping anxiety from spiraling out of control and recovering from bad days (Extremera & Rey, 2016; Mikolajczak et al., 2007).

There is reciprocity in the relationship. Leisure and family and recreational activities are associated with increased levels of emotional stability, resilience, and self-awareness (Sonnentag & Fritz, 2007; Haar et al., 2014). But when you're emotionally depleted from being overwhelmed all the time, it's more difficult to have patience, empathy and communicate well. To summarize, emotional intelligence flourishes in a healthy work-life and personal-life setting.

The research confirms this connection. Employees with high levels of EI feel reduced anxiety and burnout even when they are overloaded with work or have conflicting demands between work and family (Miao et al., 2017; Extremera & Rey, 2016). Their high emotional intelligence enables them to remain calm during difficult times, to understand things from other people's viewpoints and to seek help.

By combining the viewpoints of emotional intelligence and work-life balance, we get a more full picture of how people deal with stress. Emotional intelligence (EI) aids in the development of social and emotional abilities and a healthy work-life balance ensures rest and renewal. They are working together to increase people's resilience to increasing work demands; they do more than take stress away.

Objectives of The Study

1. To assess the levels of Emotional Intelligence and Work-Life Balance among women employees working from home.
2. To study the Relationship between Emotional Intelligence and Work-Life Balance of Work from Home Women Employees.

Hypothesis of The Study

H_1: There is no significance difference between levels of Emotional Intelligence and Work-Life Balance among women employees working from home.

$H_{2:}$ There is no significance difference between Relationship between Emotional Intelligence and Work-Life Balance of Work from Home Women Employees.

Research Methodology

The primary focus of this study is on the level of emotional intelligence and its effect on work-life balance. The survey included a representative sample of 253 female workers who worked for a variety of organizations supporting work from home. The instrument of choice for collecting information for this descriptive study was a questionnaire. The sampling strategy is convenience sampling for the selection of the samples. The analysis of the extent to which different facets of emotional intelligence are perceived is made using descriptive statistics. The Pearson correlation analysis will be used to find the nature of the relationship between emotional intelligence and work-life balance.

Cronbach's alpha: This statistical tool helps you measure the reliability and internal consistency of a questionnaire. Cronbach's alpha is generally accepted as appropriate between 0.70 and 0.95. In this study, the Cronbach's alpha value was 0.962 for 39 questions to test emotional intelligence, 0.957 for 34 items to measure work-life balance. From these data it can be concluded that there is a very high level of reliability and consistency, which means that all of the questionnaire items used in the study project are very dependable for assessing the respective constructs.

Analysis and Interpretation of Data

Table 1: Statistical Characteristics of Emotional Intelligence in Women

EI Dimension	Mean	Std. Deviation
Self-Awareness	3.9827	.64474
Self-Management	3.8898	.74037
Motivation	3.9906	.72021
Empathy	3.8923	.72709
Social Skills	3.9729	.67457
Valid N (listwise)	253	

The data shown in the table above shows that the respondents indicated a reasonably high average level of emotional intelligence in all domains. The mean score for motivation is the greatest (M = 3.9906, SD = 0.7202) followed by the mean score for self-awareness (M = 3.9827, SD = 0.6447) and the mean score for social skills (M = 3.9729, SD = 0.6746). Self-Management (M = 3.8898, SD = 0.7404) and Empathy (M = 3.8923, SD = 0.7271) were slightly lower but this did not alter their classification as high. The standard deviations were moderate, which means that the consistency of the respondents' answers was acceptable. Taking all factors into consideration, the results demonstrate that the respondents have strong emotional intelligence competencies with motivation as the most important characteristic.

Table 2: Descriptive Statistics of Work Life Balance of Work from Home Women Employees

Work Life Balance	Mean	Std. Deviation
Working hours and flexibility	3.9692	.65356
Rest and recuperation	3.8522	.72274
Technology and connectivity	3.8617	.74514
Support and resources	3.9881	.64169
Work environment and culture	3.9684	.65896
Personal life impact	4.0443	.73761
Overall satisfaction and well-being	3.9318	.68142
Valid N (listwise)	253	

The table above shows the levels of work-life balance features stated by the respondents. The results indicated that all dimensions of work-life balance achieved very high average scores ranging from 3.8522 to 4.0443. The mean of the personal life effect dimension was the highest (M = 4.0443, SD = 0.73761) followed by the support and resources dimension (M = 3.9881, SD = 0.64169), the working hours and flexibility dimension (M = 3.9692, SD = 0.65356) and the work environment and culture dimension (M = 3.9684, SD = 0.65896). The categories that had relatively lower mean values were general happiness and well-being (M = 3.9318, SD = 0.68142), technology and connectedness (M = 3.8617, SD = 0.74514), and rest and recuperation (M = 3.8522, SD = 0.72274). The results of the standard deviation indicates that there is moderate consistency in the perceptions of the respondents for all the variables. The most influential dimension was personal life and the least influential, yet still positive, dimension was rest and recuperation. Overall, the statistics show that respondents have a very good perception on work-life balance, with the personal life influence being the dominant dimension.

Table 3: Emotional Intelligence and the Work-Life Balance of Women Employees Who Work from Home

Correlations	Emotional Intelligence	Work-Life Balance
Emotional Intelligence	1	.847**
Sig. (2-tailed)		.000
N	253	253
Work-Life Balance	.847**	1
Sig. (2-tailed)	.000	
N	253	253

As demonstrated in the table above, there was a strong and statistically significant positive association between emotional intelligence and work-life balance ($r = 0.847$, $p < 0.001$, $N = 253$). This means that the more emotionally intelligent an individual is, the more likely they are to claim that they are better balanced between their work and home lives. The magnitude of the correlation reflects a strong relationship between the two notions, indicating that Emotional Intelligence is an important factor in establishing a balanced and satisfying integration of work and personal life. This provides some evidence for the idea regarding emotional intelligence.

Conclusion

The findings of the research reveal high levels of emotional intelligence and healthy work-life balance among the respondents. Motivation was the most important component of emotional intelligence, and the most important component of work-life balance was the effect on one's personal life. Most importantly, the study found that emotional intelligence was strongly and significantly positively associated with the ability to maintain a healthy work-life balance. The information presented here suggests that a more healthy balance between one's personal life and professional life is a vital aspect in the achieving of enhanced emotional intelligence. Thus, organizations should consider the option of enhancing their employees' emotional intelligence competencies through training and development activities. This is because these abilities can strengthen employees' ability to successfully balance personal and professional commitments, which will in turn result in higher well-being and organizational effectiveness.

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