

## EMOTIONAL INTELLIGENCE AND INNOVATIVENESS BEHAVIOUR OF WORKERS AND MANAGERS

### Introduction

The survival of businesses in **today's fast-paced** world is wheeled towards innovativeness. It's necessary, that companies have qualified and innovative managers and employees to operate effectively. Employees represent creative power and thoughts, **thus** companies should be open to innovativeness to improve the **growth** of their **product and service** as they compete in the ever-changing market. As people become successful in their personal and professional **life**, there an additional concern **grows** necessary to improve the success of a qualified manager or employee. Thus, cognitive intelligence is not enough by itself - **its** for this **purpose** that there is an increase in the importance of the **EI** concept. Emotional intelligence requires emotional abilities and cognitive intelligence necessary to make perceived judgments. Emotional intelligence is a significant attribute in designing thoughts, conformity, and compromise with the emerging conditions for teenagers in making concise decisions. Successful and high-yielding decision-making is one of the critical managerial skills necessary for managers to gain access to the end goals that stir the organization towards success. Thus, to **affect** such a goal is required of an effective manager to have an advanced emotional intelligence ability while making critical organizational decisions. Apart from emotional intelligence, which a combination of a person's **feelings** and thinking **is**, it gives the **outcomes** of assessing and generalizing the structure of social and personal emotional abilities, **It** also advances through experience gained and can be **made better** through education. Findings in the last two decades indicate: **skills** in emotional intelligence are reasoned as the main factors necessary for the efficiency of leadership and professionalism of managers. It has high application in all aspects of the firm. **Though**, it encompasses a remarkable significance along the managerial level. Thus, this **fact** is essential for managers who carry out supervisory **work** and those who guide the **workforce** to promote activities efficiently. In addition, innovative work behavior is also considered a fundamental characteristic for workers, which needs to be put into effect to be more innovative than ever before **factoring** in the complexity **dynamics**, and competitiveness of firms.

### Research Aims and Objectives

Past **researchers** have done much **research** in this field of emotional intelligence. However, according to modern discussion, EI is drawn in the study related to the **organization** and management, which recognizes a relationship revolving around the innovative behavior of workers and emotional intelligence. Therefore, our research **is focused** on the **precise** correlation between employees' emotional intelligence and their innovativeness in the workplace. The following are some of the areas that this study seeks to explore;

- a) Research the key theories based on EI and innovative work behavior of workers to determine the relationship that exists and their applicability in making decisions in an organization.
- b) Reflect on the relevancy of EI and innovative behavior in the organization. **To** determine the suitability of adopting them in the day-to-day running of the organization
- c) Conduct a quantitative survey by the use of **questionnaires** to collect and **analyze** the desired data to arrive **to a conclusion**.

Questionnaires will be made and distributed to employees of the company to measure if there is a relationship between emotional intelligence and innovative behavior.

- d) Analyze the results of the findings to come up with a conclusion.