

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 **lives**, an additional **concern is** necessary to improve the success of a qualified manager or employee. Thus, cognitive intelligence is not enough in itself - **it's** 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, it is required of an effective manager to have an advanced emotional intelligence ability while making critical organizational decisions. Apart from emotional intelligence, **which is a** combination of a person's **feelings** and thinking, 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 **that skills** in emotional intelligence are considered 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 at the managerial level. Thus, this **fact** is essential for managers who carry out supervisory **work** and those who guide the **work force** 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 a lot of **research** in this field of emotional intelligence. However, according to modern discussion, EI is drawn from a study related to **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 **at 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.