



Emotional intelligence of dual-earner couples

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ABSTRACT

The present study aims to understand the level of emotional intelligence among dual-earner couples. The sample was selected from both public and private sectors using the snow-ball technique from Dharwad city. The sample comprised of 155 dual-earner couples. Inclusion criteria for dual-earner couple was that one of the spouses should be a primary school teacher with a minimum of five years experience, having at least one child and married for at least five years. Emotional intelligence questionnaire developed by Dulewicz and Higgs (2001) was used. The results revealed that 10.9 per cent of the couples had lower emotional intelligence, 7.4 per cent had average emotional intelligence, and 82.25 per cent had developed high status of emotional intelligence. The results revealed that there was a significant association of gender on three components of emotional intelligence *i.e.*, emotional resilience, motivation and intuitiveness. More number of females had developed higher score on these three components than males.

INTRODUCTION

The concept of emotional intelligence (EI) can be attributed to a comprehensive package of individual skills or inter- and intra-personal skills, which make up the competency profile of a person. Such skills are beyond the traditional areas of specific knowledge, general intelligence, and technical or professional skills. *EI per se* is an effect of the very realization that there is such a wide variation in the professional abilities, competencies, and effectiveness of the people, with the same level of IQ and academic credentials. The heavy emphasis on cognitive aspects such as memory and problem solving, for explaining the work efficiency, probably ignored the dynamics of work place and many other non-cognitive factors that remained unidentified, but played an important role in determining the outcome. Salovey and Mayer (1990) coined the term emotional intelligence. They described it as “a form of social intelligence that involves the ability to monitor one’s own and other’s feelings and emotions, to discriminate among them, and to use this information to guide one’s thinking and

actions”. Goleman suggested that up to 80 per cent of a person’s success in life is determined by his/her emotional quotient (EQ). Even a partial validation of this contention implies that the concept of EI has immense utility to the human resource practitioners (Goleman, 1998). Further, research in this area indicated that an emotionally intelligent person is likely to be skilled in two key areas within one’s emotional competence framework, namely, “personal competence”- how one manages the self, and “social competence”- how one manages relationships. While the former essentially implies self-awareness (of internal states, preferences, resources and inhibitions), self-regulation (of internal states, impulses and resources) and motivation (traits that facilitate accomplishing goals), the latter comprises empathy (the ability to understand other’s emotions, and other talents or skills needed to influence, communicate, lead, develop others, manage conflict, promote team work, or catalyze change) and social skills such as expertise in inculcating desirable responses in others (Kierstead, 1999).

Mayer *et al.* (2000a) have classified EI models under two categories. First, ability model that is proposed by Mayer and

Salovey (1997), according to which, EI is the ability to perceive and express emotion, assimilate emotion in thought, understand and reason with emotion and regulate emotion in self and others. Second, the mixed model was proposed mainly by two proponents, namely Goleman (1996) and Bar-On (1997). Goleman (1996) defined EI on the basis of traits that include self-control, zeal, and persistence and the ability to motivate oneself. He includes following major areas of skills: knowing one's emotions, managing emotions, motivating one self, recognize emotions in others, and handling relationships. Bar-On (1997) maintained that EI is an array of non-cognitive capabilities, competencies and skills that influence one's ability to succeed in coping with environmental demands and pressures. He included five major areas of skills, they are: interpersonal skills, intra-personal skills, adaptability skills, stress management skills and general mood.

The ability model of EI focuses on the interplay of emotion and intelligence as traditionally defined, whereas the mixed models describe a kind of compound conception of intelligence that includes mental abilities, and other dispositions and traits. The mental ability model focuses on emotions themselves and their interactions with thought (Mayer and Salovey, 1997; Salovey and Mayer, 1990) whereas mixed models treat mental abilities and a variety of other characteristics such as motivation, state of consciousness (e.g. flow) and social activity as a single entity (Bar-On, 1997, 2000 and Goleman, 1996).

Objectives :

- To study the level of emotional intelligence among dual-earner couples.
- To know the association between emotional intelligence and gender.

MATERIAL AND METHODS

The sample for the study was drawn from the population of dual-earner couples. The criteria for the respondents to be the part of the study included that both the couples should be employed, and either of the couples should be a primary school teacher who had been married for at least 5 years and having at least one child and who were willing to become the subjects. Thus, the final sample comprised of 155 dual-earner couples.

Emotional intelligence questionnaire developed by Dulewicz and Higgs (2001) was used to measure the emotional intelligence of the respondents. The information about the demographic characteristics was obtained using a personal information schedule. The questionnaire was administered to the couples individually at their homes.

OBSERVATIONS AND ANALYSIS

The results obtained from the present investigation as well as relevant discussion have been summarized under

following heads :

Status of emotional intelligence among the couples :

Emotional intelligence is a psychological capacity, part of which is innate and part of it can be learnt from the experience of life and later, part may improve through practice and experience Mayer *et al.* (1997) ; Salovey and Mayer (1989) argued that many skills are part of emotional intelligence and can be learnt and the individual can become better educated emotionally. The status of components of emotional intelligence and emotional intelligence as a whole was interpreted on the basis of sten scores. The sten scores ranged from 1-10.

The status of the couples on the components of emotional intelligence was identified on the basis of the sten scores. The sten scores 4 and below were classified under low score dimension, 5 and 6 sten score were indicators of average level, and from 7 to 10 sten scores were indicators of high score dimension of the components of emotional intelligence. Lower dimension was the indicator of lower level of development of a specific component/s of emotional intelligence. The high score dimension was the indicator of higher level of development of a specific component/s of emotional intelligence. The average was the indicator of having the potentiality to develop higher level of emotional intelligence. Table 1 indicates the status of the components of emotional intelligence among the working couples.

Self-awareness :

It refers to individual's ability to recognize and control his/ her feelings similar to that of the comparison group. This could mean that while the individual is generally aware of his feelings and emotions in the situations, there are some situations in which this may not be the case. It may be that, even though the individual is unable to impact on the way in which the individual behaves as much as he would like (Dulewicz and Higgs, 2001). Understanding of self is a pre-requisite and directs the individual to deal with the demands of the situation more or less effectively. Observation of the results (Table 1), indicate that around 7.7 per cent of the male respondents and female respondents each were under lower dimension, 9.6 per cent of the male respondents and 7.0 per cent of the female respondents were under average score and 82.5 per cent of the male respondents and 85.1 per cent of the female respondents were under high score dimension of self-awareness. It means that around 83.87 per cent of the couples were having higher awareness about themselves. And only 8.38 per cent of the couples were average. The Chi-square value was 0.6769 and was not significant even at 0.05 level of significance. It indicated that there was no association between gender and self-awareness of the couples.

The results (Table 1) signifies that the state of self - awareness of few of the male and female couples (7.1% and 7.1

%, respectively) were low in self-awareness. It means that these couples were not always aware of their emotions in interpersonal relationships and work situations. Alternatively, they might find that in some situations, although they were aware of their feelings, relationships at work which made them less effective. To develop this ability to recognize and manage their feelings, these couples have to think of an occasion when they were able to do this successfully. This is possible only when they are able to answer critically the following questions:

- What was it about the situation that made them aware of their feelings and able to control them?
- What can they learn from the present situation that would enable them to apply the present understanding to other situations?

Among the couples, some of the males (9.6%) and some of the females (7%) were average in self-awareness. It means that the couples were generally aware of their feelings and emotions in interpersonal and work situations, though there were some situations in which this might not be the case. They might find that even though they were aware of their feelings and emotions, they were unable to control their impact on the way in which they behaved as much as they would like. To develop their self-awareness, they have to reflect on specific situations in which they felt in control of their feelings and emotions. This is possible to the couples only when they critically answer to the following questions and adapt the understanding in their life:

- What did they do in that situation that was helpful?
- Can they identify the critical factors that made the difference?
- How might they then apply these in different situation that arouses strong feelings and emotions?

Subsequently, majority of the males (82.5%) and females (85.1%) had developed high self-awareness. It means that they were highly likely to be aware of their own feelings in a range of interpersonal and work related situations and can remain in control of their emotions and feelings. These couples have the

potentiality to develop their self-awareness further and ensure that they would use the ability consistently by reflecting on the following ways:

- What factors are particularly critical in enabling them to be aware of their feelings?
- What helps them to use their feelings and emotions effectively at work?

Observation of overall results connoted that more or less same percentage of male and female respondents had developed higher self-awareness. Also, more or less same percentage of male and female respondents had developed average and lower level of self-awareness.

On the whole, 84 per cent of the couples had developed high level of self-awareness, and about 8 per cent of the couples had developed average and low level of self-awareness. Chi-square results confirmed that male and female respondents were similar in their self-awareness.

Emotional resilience :

Each individual finds some situations as more difficult to handle than others due to frustration of challenge or criticism. The individual may, therefore, find it difficult to perform effectively in these circumstances. A hopeful way out is through individual's emotional resilience. It directs the individual to try and depersonalize criticism and challenge and view it as a challenge to the ideas, proposals and so on associated with the task rather than a personal attack. In such situations, the person engages others in discussion to review the problem and task from different perspectives to find a successful way forward. It also guides to reflect on those situations where individual has maintained his/her focus on the task despite of challenge or criticism. The results in Table 1 indicated that 4.5 per cent of the male respondents and 0.6 per cent of the female respondents were under low score dimension, 7.0 per cent of the male respondents and 1.2 per cent of the female respondents were under average and 88.3 per cent of the male respondents and 98.0 per cent of the female respondents were under high

Table 1 : Status of emotional intelligence among dual earner couples

Components of emotional intelligence	Low score (1 to 4)		Average (5 and 6)		High score (7 to 10)	
	Male	Female	Male	Female	Male	Female
SA ^{NS}	12 (7.7)	12 (7.7)	15 (9.6)	11 (7.0)	128 (82.5)	132 (85.1)
ER ^{**}	7 (4.5)	1 (0.6)	11 (7.0)	2 (1.2)	137 (88.3)	152 (98)
M [*]	22 (14.1)	11 (7.0)	11 (7.0)	11 (7.0)	122 (78.7)	133 (85.8)
IS ^{NS}	10 (6.4)	8 (5.1)	6 (3.8)	3 (1.96)	139 (89.6)	144 (92.9)
I ^{NS}	6 (3.8)	8 (5.1)	3 (1.96)	6 (3.8)	146 (94.1)	141 (90.9)
INT ^{**}	8 (5.1)	0	0	6 (3.8)	147 (94.8)	149 (96.1)
CON ^{NS}	18 (11.6)	27 (17.4)	20 (12.9)	26 (16.7)	117 (75.4)	101 (65.1)
EI ^{NS}	18 (11.6)	16 (10.36)	12 (7.87)	11 (7.0)	125 (80.64)	130 (83.87)

Figures in the parentheses indicate percentage NS = Non-significant * and ** indicate significance of values P=0.05 and 0.01, respectively
SA- self awareness; ER- emotional resilience; M- motivation; IS- interpersonal sensitivity;
I- influence; INT- intuitiveness; CON- conscientiousness; EI- emotional intelligence

score dimension of emotional resilience. The couples under lower category find it hard to perform consistently in situations when they are under pressure. The couples who were under average category, tend to find some situations difficult to handle than others. The couples under high category are able to adapt to a wide range of situations and to tolerate both criticism and challenge. The Chi-square value was 11.5093 with 0.01 level of significance. It indicated that there was association between gender and emotional resilience of the couples.

The results of emotional resilience in Table 1 revealed that very few of the males (5%) and the females (0.6) were categorized under low score. These results mean that very few couples found it hard to perform consistently in situations when they were under pressure. They might have become frustrated by challenge or criticism and found it difficult to perform effectively in real life situations. These couples would face such situations by personalizing criticism and challenge by viewing it as a personal attack but only as a challenge to the ideas and proposals associated with the situations. Their success over challenges depends if they think about the occasions when they have kept focused on a task and had not been affected when challenged and frustrated. Then, they can identify what was different about the situation and apply that knowledge to help them in similar situation.

Among the couples about 7.0 per cent of the males and 1.2 per cent of the females were categorized on 5 and 6 sten scores. These results indicated that these couples tend to find some situations more difficult to handle than others; their focus can occasionally be diverted due to frustration of challenge or criticism and making it difficult for them to perform effectively in social situations. To be successful, these respondents should try to depersonalize criticism and challenges and to view it as a challenge to the ideas, proposals and so on associated with the task rather than a personal attack. They may also find it useful if they involve in discussion to review the problem and task from different perspectives to find a successful way forward and if they reflect on those situations where they have maintained their focus on the task despite challenge or criticism.

On the emotional resilience continuum, majority of the male respondents (88%) and female respondents (98%) were having high emotional resilience. The results revealed that these couples were able to maintain consistent performance when under pressure; such couples who wish to think about the behaviours they show in a range of situations and focus on the things they would do that enable them to remain consistent in their responses.

Chi-square results indicated that there was association between gender and emotional resilience. It means that more number of female respondents have developed emotional resilience compared to male respondents. This may be due to the fact that in Indian culture, under the socialization process, it is indirectly taught and trained to manage with expression of

emotions and maintain emotional resilience.

To conclude, among the couples 2.0 per cent of them had developed lower emotional resilience, 4.0 per cent of them were average. Majority of them *i.e.*, 94.0 per cent of them had developed higher level of emotional resilience.

Motivation :

Motivation refers to high level of commitment to a focus on long term goals and results even in the phase of rejection or challenges in perceiving long term goals. The results (Table 1) revealed that 14.1 per cent, 7.0 per cent and 78.7 per cent of the male respondents were under low, average and high score dimension of motivation; and 7.0 per cent, 7.0 per cent and 85.8 per cent of the female respondents were under low, average and high score dimension of motivation. The couples under the lower category had a tendency to focus on short term goals and actions rather than long term goals or aspirations. The couples who were average in their motivation had the ability to maintain a focus on achieving a significant goal or result might vary from one situation to another. The couples under high motivation had the tendency to be focused on results or outcomes. The Chi-square value was 6.2662 with 0.05 level of significance. It indicated that there was association between gender and motivation of the couples.

The results of the study (Table 1) means that some of the male and female respondents (14% and 7%, respectively) had a tendency to focus on short term goals and actions rather than long term goals or aspirations. It means that the couples had no strong long term goals to which they felt sufficiently committed. To develop their focus on long term goals they have to consider where they feel they are heading, both personally and in professional contexts. They could then, try to identify the long term goals they believe to be essential for realizing high aspirations, enabling them to achieve more of a balance between short term goals and actions and long term goals.

Similarly, very few of the male respondents (7%) and female respondents (7%) were classified under average category. These results expressed that the couple's ability to maintain a focus on achieving a significant goal or result might vary from one situation to another. It means, in some situations such respondents might tend to focus on short term goals and actions at the expense of clear long term goals or aspirations. To develop a strong motivation they should think of situations in which they have successfully sustained long term performance, identify factors that motivated them and use new understanding about commitment and apply to a wider range of situations.

Correspondingly, majority of the males (79%) and females (86%) were under high score category. These results indicated that these couples had high level of motivation and be focused on results or outcomes. They also had shown high levels of

commitment too and focused on long term goals and results-even in the phase of rejection or challenge. Such couples would consider extending their personal motivation by identifying the critical factors that maintain their drive and focus. These couples apply those factors to other areas of their work and retain high level of motivation and a balance between short term and long term goals. Chi-square results indicated that female respondents were higher in their level of motivation compared to male respondents. In liberalized era, female employees are encouraged to express and develop their potentialities for long term and short term goals in each of their family and job life. Therefore, there is every possibility of developing higher level of intrinsic motivation among females compared to males. Even then, majority of the male and female respondents had developed higher level of motivation.

These results mean that among the couples 11.0 per cent, 7.0 per cent and 82.0 per cent of them had developed lower, average and higher level of motivation, respectively.

Interpersonal sensitivity :

Interpersonal sensitivity is the potentiality to engage others in problem solving and decision making and to take account of other's view points in finding a way forward. It is the potentiality in dealing with others by listening carefully; acknowledging other's uncertainties, needs, views and opinions in accomplishing common goals of the society.

The results (Table 1), mean that 6.4 per cent of the male respondents and 5.1 per cent of the female respondents were under lower dimension of interpersonal sensitivity; 3.8 per cent of the male and 1.96 per cent of the female respondents were under average dimension and 89.6 per cent of the male and 92.9 per cent of the female respondents had higher interpersonal sensitivity. These results affirmed that those under lower dimension had a tendency to impose their own solutions on those with whom they were living and working without taking account of others views and reactions. Those under average score indicated that sometimes they had taken account of views and feelings of others. But there were some situations in which they might impose their own solutions with whom they work with. Those under high score dimension of interpersonal sensitivity indicate that they are likely to be highly sensitive to other people and are thus likely to engage others in problem-solving and decision making and take account of their views in finding a way forward. The Chi-square value was 1.3106 and was not significant even at the 0.05 level of significance. It revealed that there was no association between the gender and interpersonal sensitivity of the couples.

The results in Table 1 shows that among the couples, few of the male respondents (6%) and few of the female respondents (5%) were under low score of interpersonal sensitivity continuum. These results affirmed that these couples had a tendency to impose their own solutions on those

with whom they were living and working without taking account of other's views and reactions. This tendency had developed because the couples had not spent enough time in listening to others and so they were unaware of other's needs and views.

Correspondingly, very few of the male respondents (4%) and few of the female respondents (2%) were average in interpersonal sensitivity. These results signified that these couples sometimes had taken account of views and feelings of others. But, there were some situations in which they might impose their own solutions on those they work with. To develop interpersonal sensitivity among these couples, it is necessary for them to think about the situations in which they feel they have successfully listened to and taken account of the views of the others, identify the behaviours they have adopted to in these situations and try to apply these behaviours more generally when they work with others.

Further, on high score of interpersonal sensitivity, majority of the male (89%) and female (93%) were categorized. These results connoted that these couples are likely to be highly sensitive to other people and are thus likely to engage others in problem solving and decision making, and take account of their point of view in finding a way forward. This tendency and potentiality has developed because they listen carefully to others and acknowledge their uncertainties, needs, views and opinions. Such people may find it useful to identify the behaviours which enable them to demonstrate this understanding. They could think about their skills they use to engage and involve others in all social relationships and situations. Chi-square results revealed that male and female respondents had developed similar levels of interpersonal sensitivity.

These results mean that among the couples around 6.0 per cent, 3.0 per cent and 91.0 per cent had developed lower, average and higher level of interpersonal sensitivity, respectively.

Influence :

Influence is the ability to persuade others and make them to accept the influencer perspective. A hopeful way of developing capability of influencing is to reflect on those situations in which the individual has been successful in influencing others. In doing this, it is necessary to identify the behaviours or strategies that worked and then try to apply them whenever there is necessity and need to influence others.

The results (Table 1), indicated that 3.8 per cent of the male respondents and 5.1 per cent of the female respondents were under low score dimension of influence; 1.96 per cent of the male and 3.8 per cent of the female respondents were under average and; 94.1 per cent of the male respondents and 90.9 per cent of the female respondents were under high score dimension of influence. Around 4.5 per cent of the couples had developed lower capacity to influence others over their

viewpoint. About 2.9 per cent of the couples had developed average capacity to influence others. It means that these couples would be successful in gaining support for their viewpoint. Around 92.58 per cent of the couples had developed high capacity to influence others. It means that these couples would be very effective at persuading others to adopt their interpretation of a situation and also effective in persuading others to change their viewpoint. The Chi-square value was 1.3728 and was not significant even at the 0.05 level of significance. It revealed that there was no association between the gender and influence of the couples.

Table 1 reveals that some of the male respondents (4%) and some of the female respondents (5%) had developed low score. These results indicated that these couples might find it difficult to influence others over their view point and be frustrated on the occasions by their lack of success in persuading to change their view point or an opinion on an issue. This type of experience would occur if the couples who are not trying to see a situation from the perspective of those they seek to influence could be successful in giving individuals an insight into how to represent their case. To influence others it is necessary to try to represent their ideas in such a way which takes account of other's perspectives and show how their needs might be met. The successful influence depends on thinking about these situations where they have been successful in persuading someone else round to their point of view, identify the approaches they used and led to the success and using those same approaches more generally can also be helpful.

Subsequently, the results in Table 1 pointed out that few of the males (2%) and few of the females (4%) were classified average category. These results expressed that these couples although on some occasions would be successful in gaining support for their views, they might also feel frustrated by their inability to persuade others to change their viewpoint or opinion on an important issue. This type of ambivalence capability to influence others is dependent on inconsistency in reflecting their successful experiences and not taking other's perspective and expectations in the process of interpersonal influence. A hopeful way for such couples to develop capability to influence is to reflect on those situations in which they have been successful in influencing others, identify the behaviours or strategies that worked and then to apply them to all situations in which they need to influence others.

The results in Table 1 indicated that majority of the male respondents (94%) and female respondents (91%) were categorized under higher level of influence. It revealed that these couples would be very effective in persuading others to adopt their interpretation of a situation and also effective in persuading others to change their viewpoint or opinion on important issues. These respondents had developed this potentiality because they have developed the tendency to

reflect on occasions when they had been successful in persuading and influencing, identified what specific behaviours they had demonstrated and consider how they might apply these in all their dealings with other people where influence would be important. Chi-square results indicated that there was no association between gender and influencing capacity.

To conclude, among the couples 6.0 per cent of them had developed lower influence, 3.0 per cent of them were average. Majority of them *i.e.*, 91.0 per cent of them had developed higher level of influence.

Intuitiveness :

Intuitiveness is the tendency to arrive at clear decisions and drive their implementation when experienced with incomplete or ambiguous information using both rational and emotional or intuitive perceptions of key issues and implications. The results (Table 1) conveyed that 5.1 per cent of the male respondents were under low score dimension of intuitiveness; 3.8 per cent of the female respondents were under average and; 94.8 per cent of the male respondents and 96.1 per cent of the female respondents were under high score dimension. It means there were 2.58 per cent of the couples who were lower in intuitiveness. These results conveyed that couples might be uncomfortable in making decisions unless they had full and unambiguous data available. Only 1.93 per cent of the couples were under average category which means that they could balance fact and intuition in decision. There were some situations in which they were uncomfortable in making decisions unless they had full and unambiguous data available; majority of them *i.e.*, 95.48 per cent of the couples had developed higher intuitiveness. These couples were able to make decisions in difficult situations and when faced with incomplete or ambiguous information. The Chi-square value was 14.0135 with 0.01 level of significance. It revealed that there was association between intuitiveness and gender.

The results in Table 1 suggest that few of the males (5%) were categorized under lower intuitiveness. There were no females who had developed low score in intuitiveness. These results conveyed that these couples might be uncomfortable in making decisions unless they had full, clear and reliable data available. This would mean that perhaps they lack the confidence to use their own experience when information is missing or ambiguous or, believe such intuitive behaviour to lead to an incorrect or bad decision. One useful way of developing capabilities in intuitiveness is for such couples to reflect on past experiences and decisions they have made before they had all the information they felt to be necessary and then compare their decision to the final decision they actually made.

Further, on the intuitive continuum, some of the females (4%) were grouped under average category. These results affirmed that these couples could balance fact and intuition in decision, there were some situations in which they were

uncomfortable in making decisions unless they had full and unambiguous data available. Perhaps there were situations in which these couples either lack the confidence to use their own experience and intuition where facts were missing, or believe such intuitive behaviour would lead to incorrect or bad decisions. These couples should try to identify the type of decision in which they felt is essential to have the full data and then think about the extent to which any additional data changed the 'intuitive' decision then, they can see how different their final decision was from the one they would have made intuitively on the basis of incomplete information and can try applying this insight to future decisions.

On the continuum of intuitiveness, majority of the male respondents (95%) and female respondents (96%) were categorized under higher level of intuitiveness. These results confirmed that these couples were able to make decisions in difficult situations and when faced with incomplete or ambiguous information. This is possible only when they use their previous experience as a basis for making an intuition as assessment of a decision that needs to be made. These couples should understand and make consistent and appropriate use of their potentiality, it might be helpful for these couples to reflect on the way in which they make intuitive decisions and the way they communicate them to others. Chi-square results mean that female respondents are more prone to make intuitive decisions compared to male respondents. These results may be due to the nature of gut-feeling which is prominent and active in females compared to males. Therefore, there is some percentage of variation found among the couples on intuitiveness. Even then, more or less similar percentage of male and female couples had developed high intuitiveness.

To conclude, among the couples 3.0 per cent of them had developed lower intuitiveness, 2.0 per cent of them were average. Majority of them *i.e.*, 95.0 per cent of them had developed higher level of intuitiveness.

Conscientiousness :

Conscientiousness is a high degree of personal commitment to the goals, to achieve high levels of performance without resorting to pragmatic behaviour, to demonstrate high ethical standards. The development of conscientiousness depends on the socialization of the respondents. The results (Table 1) conveyed that 11.6 per cent of the male respondents and 17.4 per cent of the female respondents were under lower dimension of conscientiousness; 12.9 per cent of the male respondents and 16.7 per cent of the female respondents were under average; 75.4 per cent of the male respondents and 65.1 per cent of the female respondents were higher in conscientiousness. It means 8.7 per cent of the couples had developed lower conscientiousness. Couples under this category might sometimes be willing to 'amend the rules' to get a task completed or to achieve a particular goal. 14.83 per

cent of the couples had developed average conscientiousness. It means that the couple's actions were generally conforming to expected behaviours and rules, there might be patience when there were inconsistencies between what they said and what they did. 70.32 per cent of the respondents had developed high conscientiousness. These results conveyed that these couples had shown greater consistency in their words and actions and demonstrated a high degree of personal commitment to their goals. The Chi-square value was 3.610 and was not significant even at the 0.05 level of significance. It revealed that there was no association between the gender and conscientiousness of the couples.

The results in Table 1 reveal that some of the males (12%) and females (17%) were grouped under low conscientiousness. These results indicate that most of the couples might sometimes be willing to 'amend the rules' to get a task completed or to achieve a particular goal. It means that they were overtly pragmatic in their desire to achieve their goals and others would perceive these couples as inconsistent in their words and actions in real life situations. These couples may develop a greater sense of conscientiousness by finding ways of achieving results within the society's existing standards of behaviour.

Subsequently, some of the males (13%) and females (17%) categorized under average conscientiousness. These results signified that these couple's actions were generally conformed to expected behaviours and rules. There might be patience when there were inconsistencies between what they said and what they did. Such behaviours are not the result of critical thinking before acting, and test whether their proposed action is on par with what they have said to others about a task, situation or problem. Dulewicz and Higgs (2001) have categorically suggested that by thinking about situations where their actions have been consistent with the society's existing standards of behaviours, such individuals can identify in what way about the situation that enabled them to demonstrate a consistent approach and consider the benefit to them and their relatives and primary members.

Correspondingly, majority of the male respondents (75%) and female respondents (65%) were distributed under high conscientiousness. These results conveyed that these couples had shown great consistency in their words and actions and demonstrated a high degree of personal commitment to their goals. The development of such potentiality depends on not resorting to pragmatic behaviour and inculcating ethical standards in everyday life. These couples think about the impact of their behaviours on others and try and identify the critical factors that enable them to demonstrate consistently. Chi-square results reveal that there was no association between gender and conscientiousness.

To conclude, among the couples 15.0 per cent of them had developed lower conscientiousness, 15.0 per cent of them

were average. And 70.0 per cent of them had developed higher level of conscientiousness.

Emotional intelligence :

The nature of emotional intelligence is such that it is possible to enhance the overall level depending on self-awareness, emotional resilience, motivation, interpersonal sensitivity, influence, intuitiveness and conscientiousness by planned and sustained personal development depending on the present status of seven components of emotional intelligence. The results (Table 1) conveyed that 11.6 per cent of the male respondents and 10.36 per cent of the female respondents were under lower dimension of emotional intelligence; 7.87 per cent of the male respondents and 7.0 per cent of the female respondents were average in their emotional intelligence and; 80.64 per cent of the male respondents and 83.87 per cent of the female respondents were under high dimension of emotional intelligence. It means that 10.9 per cent of the couples had developed lower status of emotional intelligence. Around 7.4 per cent of the couples had developed average status of emotional intelligence, 82.25 per cent had developed high status of emotional intelligence. The Chi-square value was 0.3567 and was not significant even at the 0.05 level of significance. It revealed that there was no association between the gender and emotional intelligence of the couples.

The overall result in Table 1 indicates the status of emotional intelligence among the couples. The results indicated that some of the males (12%) and females (10%) were lower in their emotional intelligence. These results connotated that there is necessity to develop the status of each component of emotional intelligence, especially motivation, self-awareness and conscientiousness and these components are fundamental resources for the development of emotional resilience, interpersonal sensitivity, influence and intuitiveness.

Among the couples some of the males (8%) and females (7%) were placed average score of emotional intelligence continuum. These results mean that very less percentage of the couples have developed average emotional intelligence.

The observation of high score category denoted that majority of the male (82%) and female (88%) had developed higher level of emotional intelligence. Chi-square results indicated that there was no association between gender and emotional intelligence.

To conclude, among the couples 11.0 per cent of them had developed lower emotional resilience, 7.0 per cent of them were average. And 82.0 per cent of them had developed higher level of conscientiousness.

Conclusion :

In the present study, dual-earner couples reported to be more balanced even in the phase of challenge or frustration, intuitive and motivated. On the whole, 84 per cent of the couples

had developed high level of self-awareness, and about 8 per cent of the couples had developed average and low level of self-awareness. Among the couples 2.0 per cent of them had developed lower emotional resilience, 4.0 per cent of them were average. Majority of them *i.e.*, 94.0 per cent of them had developed higher level of emotional resilience. Among the couples 11.0 per cent, 7.0 per cent and 82.0 per cent of them had developed lower average and higher level of motivation, respectively. Among the couples around 6.0 per cent, 3.0 per cent and 91.0 per cent had developed lower, average and higher level of interpersonal sensitivity, respectively. To conclude, among the couples 6.0 per cent of them had developed lower influence, 3.0 per cent of them were average. Majority of them *i.e.*, 91.0 per cent of them had developed higher level of influence. To conclude, among the couples 3.0 per cent of them had developed lower intuitiveness, 2.0 per cent of them were average. Majority of them *i.e.*, 95.0 per cent of them had developed higher level of intuitiveness. To conclude, among the couples 15.0 per cent of them had developed lower conscientiousness, 15.0 per cent of them were average. And 70.0 per cent of them had developed higher level of conscientiousness. To conclude, among the couples 11.0 per cent of them had developed lower emotional resilience, 7.0 per cent of them were average and 82.0 per cent of them had developed higher level of conscientiousness.

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