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Emotional Self-Awareness Of The Software Engineers And Its Impact On The Quality Of Work Life

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Abstract

Emotional Self-Awareness is the ability of the individual to understand one's own emotions and its effects on their performance. Individuals can know what they are feeling and why and how it helps or hurts what they are trying to do. The quality of work life plays an imperative role in the successful balance of the software engineers work life in the information technology sector. This research paper is based on the self-report of the software developers who lives and works in Bangalore, Karnataka has completed the emotional self awareness and work-related quality of life inventories. It is found that software engineers who qualified with professional degree are high in emotional self-awareness variable. Further, implications of the study are discussed in this article.

Keywords: Emotional self-awareness, quality of work life and software engineers.

Introduction

Emotional Self-Awareness is the ability of the individual to understand one's own emotions and its effects on their performance. Individuals can know what they are feeling and why and how it helps or hurts what they are trying to do. Emotional self-awareness is the ability pertained to the individuals to recognize their feelings, differentiate between them, know why they undergoing these feelings, and recognize the impact their feelings have on others around them. The rationale of developing the ones emotional self-awareness will allows them be aware of how their bodily sensations and emotions impact themselves as well as others and their environment.

EMOTIONAL SELF-AWARENESS

The two key variables in this research study are quality of work life related to work and emotional self-awareness. Emotional self-awareness is to know what we are feeling and why, and to know what causes these feelings. Emotional self-awareness, the framework used in this study is Bar-On's (1997) defined as "ability to recognize our various emotions and distinguish between them."

Emotional self-awareness appears, in one form or another, in every description, definition and conceptualization of this construct from drawn to the present day; and there is no emotional intelligence psychometric instrument that does not include a measure of this important emotional intelligence factor. Using this framework, this study highlights the emotional aspect of self-awareness.

The quality of work life plays an imperative role in the successful balance of the software engineers work life in the information technology sector. The quality of work life of the individuals is influenced by their own work direct experience and by the direct and environment factors that have an effect on their experience.

The work related quality of life has following dimensions:

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General Well-Being: reflects psychological well-being and general physical health aspects.

Home-Work Interface: related to your work life balance, and is about having a measure of control over when, where and how you work.

Job and Career Satisfaction: reflects the extent to which you are content with your job and prospects at work.

Control at Work: shows how far you feel you are involved in decisions that affect you at work.

Working Conditions: assesses the extent to which you are satisfied with the conditions in which you work.

Stress at Work: assesses the extent to which you see work pressures and demands as acceptable and not excessive or stressful.

Need of the study

In the research study author has paying attention to the relationship between emotional self-awareness with the quality of life related to work. The purpose of this study was to enhance our knowledge regarding emotional self-awareness by examining its possible attitudinal with the quality of life related to work of the software engineers and demographic (age, length of service, educational qualification and marital status) antecedents.

Hence, the software engineer's should evaluate their present emotion quotient skills and expand more creative and innovate ways in balancing their work related quality of life. The rationale of the study was to examine the relationship of emotional self-awareness with the dimensions of quality of life related to work by the software engineers who works in information technology companies. Beside various organizational and environmental factors, software engineers' responses to quality of work life situations seem to be diverse because of their individual characteristics and orientations.

METHOD

This research paper is based on the self-report of the software developers who lives and works in Bangalore, Karnataka has completed the emotional self awareness and work-related quality of life inventories. Simon Easton and Darren Van Laar (2012) developed the work related quality of life scale and Emotional Quotient Inventory developed by Bar-On (1997) has surveyed among the participants.

The emotional self-awareness of the software engineers was measured with the help of Emotional Quotient Inventory developed by Bar-On (1997). There are five response categories for each item ranging from not true (zero point) to true (four point) for positive item and true (zero point) to not true (four point) for negative items. The average Cronbach's alpha coefficient for emotional self-awareness was 0.76. Bar-On (1997) established the validity of the tool by conducting studies in six different countries (India is one among the six countries). This tool possesses content and face validity. Moreover, the criterion group validity was established as 0.82.

The work related quality of life scale includes general well being, home-work interface, job career satisfaction, control at work, working conditions, and stress at work as dimensions. These items featured a five -point response format viz., strongly disagree (one point), disagree (two points), neutral (three points), agree (four points) and strongly agree (five points). Simon Easton and Darren Van Laar (2012) reported test-retest reliability,

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ranging from 0.77 to 0.88 for all the sub-scales along with its total. The test-retest reliability as follows:

Work-related quality of life	**Reliability**
general well being	0.77
home-work interface	0.78
job career satisfaction	0.88
control at work	0.82
working conditions	0.83
stress at work	0.79
Work-related quality of life total	0.87

Hypotheses

The hypotheses below are developed to infer the relationship between work related quality of life and emotional self-awareness of the software engineers,

1. There is a significant difference in work-related quality of work life and emotional self-awareness of software engineers' based on their age, length of service, educational qualification and marital status.

2. Work-related quality of life (each of its six dimensions along with its total viz., General well being, home-work interface, job career satisfaction, control at work, working conditions, and stress at work) will positively relate to emotional self-awareness of the software engineers.

Results and discussion

Hypothesis: Software engineers differ in the emotional self-awareness and Quality of work life on the basis of their age.

From the Table - 1, it is found that 'F' values are significant for most of the work related quality of life along with its total and also for the emotional self awareness. Hence the hypothesis is accepted for emotional self-awareness and work related quality of life. It is concluded that the software engineers differ significantly in their emotional self-awareness and quality of work life based on their age.

From the below table, it is found that software engineers falls in 31 years to 35 years of age group where high in emotional self-awareness variable. The growing age of the software engineers provides them enough makes opportunity to gain knowledge about their emotions and practice more and more diverse situations.

Table: 1. Emotional Self-Awareness And Quality Of Work Life Software Engineers Based On Their Age

	AGE				F – value	Posthoc
	1 Mean (S.D)	2 Mean (S.D)	3 Mean (S.D)	4 Mean (S.D)		
Emotional self-awareness	13.54 (2.54)	17.05 (3.13)	18.33 (2.27)	17.25 (2.57)	22.815*	3 Vs 4 Vs 2 Vs 1
Quality of work life						
General well being	11.74 (1.75)	11.83 (1.59)	12.73 (1.60)	13.43 (1.68)	5.922*	4 Vs 3 Vs 2 Vs 1
home-work interface	12.49 (1.78)	11.61 (2.21)	10.87 (1.78)	11.63 (1.58)	4.983*	1 Vs 4 Vs 2 Vs 3
job career satisfaction	11.56 (2.11)	10.73 (1.86)	9.21 (1.76)	8.44 (1.50)	23.541*	1 Vs 2 Vs 3 Vs 4
control at work	10.33	9.44	8.82	10.51	8.231*	4 Vs 1 Vs 2 Vs

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	(2.11)	(1.83)	(1.75)	(1.95)		3
working conditions	10.68 (1.53)	10.74 (1.47)	11.83 (1.37)	11.80 (1.53)	1.928 ^{NS}	---
Stress at work	9.87 (1.62)	10.20 (1.54)	10.47 (1.45)	10.10 (1.42)	2.970^{NS}	---
Work-related quality of life total	80.53 (6.03)	84.98 (4.83)	83.30 (5.97)	83.48 (5.59)	4.819*	2 Vs 4 Vs 3 Vs 1

*Significant at 0.05% level
^{NS} Not Significant at 0.05% level

1. Less than 25 years – 39 members
2. 26 years to 30 years – 41 members
3. 31 years to 35 years – 39 members
4. Above 36 years – 27 members

The software engineers who belong to less than 25 years age group are high in job carrier satisfaction and work home interface dimensions of quality of work life. As a fresh and less experienced software engineers who enjoys the equal benefits and opportunities to all the employees in the companies feels them high in job carrier satisfaction and work home interface. Software engineers who belong to more than 35 years are high in general well being and control at work dimensions of quality of work life. High in control at work and general well being is due to the ability of the individuals to exercise their duties and responsibilities in the freely and independently work environment.

Software engineers who belong to 25 to 30 years are high in total work related quality of life. It may be due to the individual innovative contribution and involvement in their jobs made them to achieve the personal growth in the company. It is concluded that the software engineers differ significantly in their emotional self-awareness and quality of work life based on their age.

Hypothesis: Software engineers differ in the emotional self-awareness and Quality of work life on the basis of their length of service.

From the Table - 2, it is found that 'F' values are significant for most of the quality of work life along with its total as well as emotional self awareness. Hence the hypothesis is accepted for emotional self awareness and work related quality of life. It is concluded that the software engineers differ significantly in their emotional self-awareness work related quality of life based on their experience. From the below table, it is found that software engineers falls in 6 years to 8 years of experience are high in emotional self-awareness variable. It may be due to the awareness in the attention resources which the individuals developed over a period of time and deal with the same.

Table: 2. Emotional Self-Awareness And Quality Of Work Life Software Engineers Based On Their Length Of Service

	LENGTH OF SERVICE				F – value	Posthoc
	1 Mean (S.D)	2 Mean (S.D)	3 Mean (S.D)	4 Mean (S.D)		
Emotional self-awareness	15.56 (2.54)	19.09 (3.14)	20.23 (2.23)	19.52 (2.56)	25.616*	3 Vs 4 Vs 2 Vs 1
Quality of work life						
General well being	12.76 (1.78)	12.90 (1.74)	14.24 (1.79)	13.91 (1.71)	7.543*	3 Vs 4 Vs 2 Vs 1
home-work interface	12.49 (1.98)	11.61 (2.22)	10.87 (1.92)	11.63 (1.72)	4.953*	1 Vs 4 Vs 2 Vs 3
job career satisfaction	9.79	10.15	10.97	10.06	2.870^{NS}	----

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	(1.67)	(1.49)	(1.59)	(1.57)		
control at work	10.66 (2.11)	9.63 (1.86)	8.41 (1.76)	7.64 (1.50)	21.480*	1 Vs 2 Vs 3 Vs 4
working conditions	11.23 (1.89)	10.34 (1.79)	9.92 (1.35)	10.11 (1.75)	7.189*	1 Vs 2 Vs 4 Vs 3
Stress at work	9.69 (1.51)	9.83 (1.48)	10.91 (1.32)	11.75 (1.48)	16.146*	4 Vs 3 Vs 2 Vs 1
Work-related quality of life total	81.53 (6.13)	85.98 (4.93)	84.30 (5.87)	84.48 (5.49)	4.719	2 Vs 4 Vs 3 Vs 1

*Significant at 0.05% level
NS Not Significant at 0.05% level

1. Less than 4 years – 39 members
2. 4to 6 years – 41 members
3. 6 to 8 years – 39 members
4. Above 8 years – 27 members

The software engineers who fall in less than 4 years of experience are high in home work interface, control at work and working conditions dimensions of quality of work life. High in these dimensions of quality of life may be due to the work from options and flexibility to work from different locations in the country. And the opportunities to support their projects and clients at the time they need the service.

The software engineers who belong to 4 to 6 years are high in work related quality of life total. High in quality of work life total may be due to the carrier opportunities they found and professional autonomy they have in the work life. The software engineers who belong to 6 to 8 years are high in general well being dimension of quality of life. It may be due to the longer professional experience and attitude towards their profession.

More than 8 year experienced software engineers who are high in stress at work dimension of quality of life. It may be due to the career stress makes them to feel so which are results of the demand of the job and from the younger peer groups in their profession. It is concluded that the software engineers differ significantly in their emotional self-awareness work related quality of life based on their experience.

Hypothesis: Software engineers differ in the emotional self-awareness and Quality of work life on the basis of their educational qualification.

From the Table - 3, it is found that 'F' values are significant for job carrier satisfaction and working conditions dimensions of quality of work life along with total work related quality of life as well as emotional self awareness. Hence the hypothesis is accepted for emotional self-awareness and rejected for quality of work life. It is concluded that the software engineers differ significantly in their emotional self-awareness and do not differ in their quality of life based on their educational qualification.

From the below table, it is found that software engineers who qualified with professional degree are high in emotional self-awareness variable. It may be due to their soft skills training and opportunities to come cross the same makes them to get a better picture about themselves while pursing their professional degree programmes.

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Table: 3. Emotional Self-Awareness And Quality Of Work Life Software Engineers Based On Their Educational Qualification

	EDUCATIONAL QUALIFICATION				F – value	Posthoc
	1 Mean (S.D)	2 Mean (S.D)	3 Mean (S.D)	4 Mean (S.D)		
Emotional self-awareness	13.56 (2.45)	17.09 (3.03)	18.23 (2.19)	17.52 (2.47)	24.914*	3 Vs 4 Vs 2 Vs 1
Quality of work life						
General well being	11.15 (1.85)	10.32 (2.49)	10.50 (1.46)	10.62 (1.60)	0.854 NS	----
home-work interface	22.41 (2.84)	23.85 (2.82)	23.25 (3.43)	23.84 (2.45)	1.654 NS	----
job career satisfaction	8.10 (2.49)	9.74 (2.09)	9.80 (1.94)	10.69 (1.87)	6.514*	4 Vs 3 Vs 2 Vs 1
control at work	11.51 (1.65)	11.01 (1.56)	11.10 (1.65)	11.52 (2.14)	0.523 NS	----
working conditions	5.36 (1.34)	5.45 (1.40)	5.68 (1.15)	6.00 (1.13)	3.751*	4 Vs 3 Vs 2 Vs 1
Stress at work	12.65 (2.05)	11.82 (2.89)	12.00 (1.65)	12.12 (1.80)	0.842 NS	----
Work-related quality of life total	82.54 (6.38)	84.36 (6.18)	84.35 (4.73)	87.00 (5.61)	3.281*	4 Vs 2 Vs 3 Vs 1

*Significant at 0.05% level
NS Not Significant at 0.05% level

1. Computer Graduate – 39 members
2. Computer PG – 41 members
3. Professional Degree – 39 members
4. Others – 27 members

The software engineers who graduated on computer degree are high in job carrier satisfaction, working conditions and work related quality of life total. It may be due to the inner urge to prove themselves in their job and compete with the other peer groups. It is concluded that the software engineers differ significantly in their emotional self-awareness and do not differ in their quality of life based on their educational qualification.

Hypothesis: Software engineers differ in the emotional self-awareness and Quality of work life on the basis of their martial status.

From the Table - 4, it is found that 'F' values are significant for control at work and stress at work dimensions of quality of life along with the work related quality of life total. Hence the hypothesis is rejected for emotional self-awareness and quality of life. It is concluded that the software engineers do not differ significantly in their emotional self-awareness and quality of work life based on their marital status.

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Table: 4. Emotional Self-Awareness And Quality Of Work Life Software Engineers Based On Their Marital Status

	MARITL STATUS			F – value	Posthoc
	1 Mean (S.D)	2 Mean (S.D)	3 Mean (S.D)		
Emotional self-awareness	14.56 (2.45)	15.10 (2.83)	14.80 (2.49)	1.103 ^{NS}	----
Quality of work life					
General well being	22.64 (2.92)	23.01 (2.88)	23.37 (2.07)	0.383 ^{NS}	----
home-work interface	11.41 (2.11)	11.01 (1.51)	11.64 (2.17)	1.059 ^{NS}	----
job career satisfaction	22.05 (2.94)	22.55 (2.96)	24.28 (4.15)	1.726 ^{NS}	----
control at work	8.42 (2.30)	10.01 (2.56)	9.56 (1.94)	5.104*	2 Vs 3 Vs 1
working conditions	11.41 (1.66)	11.32 (1.59)	10.96 (2.01)	0.264 ^{NS}	----
Stress at work	4.17 (1.20)	5.18 (0.75)	4.97 (1.22)	7.830*	2 Vs 3 Vs 1
Work-related quality of life total	80.37 (6.35)	85.57 (6.73)	82.66 (5.14)	4.044*	2 Vs 3 Vs 1

*Significant at 0.05% level
^{NS} Not Significant at 0.05% level

1. Unmarried – 39 members
2. Married – 41 members
3. Divorcee – 39 members

From the below table, it is found that software engineers falls in the category of married are high in control at work and stress at work dimensions of quality of life along with the work related quality of life total. It may be due to the demand of the individuals to balance the different roles in their life high in stress at work. Whereas high in control at work and overall total due to their vision and ability to meet the demand of the work life. It is concluded that the software engineers do not differ significantly in their emotional self-awareness and quality of work life based on their marital status.

Hypothesis: There is significant relationship between emotional self-awareness and quality of work life of software engineers.

From the Table - 5, it is found that the correlation co-efficient are not significant for most of the quality of work life dimensions. Hence, the hypothesis is rejected. It is concluded that the emotional self awareness of software engineers have not significant impact on their quality of work life.

Table: 5 – Work-Related Quality Of Life And Decision-Making Styles: Correlation Analysis

Work-related quality of life	Emotional self awareness
General well being	-0.057 ^{NS}
home-work interface	0.045 ^{NS}
job career satisfaction	-0.041 ^{NS}
control at work	0.152 ^{NS}
working conditions	0.002 ^{NS}
stress at work	0.254*
Work related quality of life total	0.269*

* Significant at 0.05 level ^{NS} – not significant

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From the table 5, it is found that emotional self awareness of the software engineers are correlated with their stress at work dimension of quality of life along with the work related quality of life. The significant relationship between the emotional self awareness and stress at work may due to the awareness and ability to identify the warning signals about the stress or mental ill so that the individuals will look themselves effectively and higher empathy towards others.

The significant relationship between the emotional self awareness and quality of work life may be due to the individual's ability to read their personality by understanding one's strengths and weaknesses, which makes them to position better than others. It is concluded that the emotional self awareness of software engineers have not significant impact on their quality of work life.

Conclusion

This study is the documentation of the opinion by the software engineers' emotional self awareness and its impact on their work related quality of life. This research provides a number of contributions to the theoretical debate about emotional self awareness and quality of work life, that is, "Emotional self-awareness of the software engineers and its impact on the quality of work life."

The first contribution is that this study explored the relationship between software engineers' emotional self awareness and their tendencies to work related quality of life. Moreover, researcher constructed the research work on the valid models of emotional self awareness and work related quality of life. The emotional self awareness is administered with the help of emotional quotient inventory. Six dimensions of work related quality of life viz., general well being, home-work interface, job career satisfaction, control at work, working conditions, stress at work along with its total were measured by adopting the Work-related Quality work life Questionnaire (WRQoL).

The second contribution establishes that emotional self awareness of software engineers have not significant impact on their quality of work life. And finally the result of the current study tried to make software engineers' pay much more attentions to emotional self awareness in their training programs and employee engagement.

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