

## Hypotheses:

Higher levels of emotional intelligence = better person-job fit:

- ✓ Significant positive relationship between emotional intelligence and person-job fit ( $r = 0.245$ )  $p = 0.029$ , one-tailed. Variables had only a 6% shared variance.

Higher levels of emotional intelligence = lower levels of stress:

- ✓ Significant negative relationship between emotional intelligence and stress ( $r = -0.507$ )  $p = 0.000$ , one-tailed. Emotional intelligence scores helped to explain 26% of the variance in participant stress scores.

Higher levels of person-job fit = lower levels of stress:

- ✓ Variable relationship was consistent with hypothesis; however, was not significant ( $r = -0.179$ )  $p = 0.083$ , one-tailed.

Higher levels of emotional intelligence = high levels of person-job fit + low levels of stress:

- ✓ A summary of the relationship emotional intelligence has on person-job fit and stress. High levels of emotional intelligence correlated positively with person-job fit ( $r = 0.025$ ,  $p = 0.029$ ) and low levels of stress ( $r = -0.057$ ,  $p = 0.000$ ), one-tailed.

# The relationship between emotional intelligence, work stress + person-job fit.

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## Emotional intelligence

The ability to identify emotions in ourselves and others  
Our capacity to monitor and self-regulate our emotions  
Appreciate how people respond to the demands (internal+ external) of work environments, and how we relate to one other  
Gets us success in a job  
Imperative for organisational success

## Work stress

An interaction between the individual + their work situation  
The disparity between the internal + external demands of an individual, and their capacity (or lack of) to cope within a work context  
That occurs within a work environment, or as a result of it  
An inability to successfully navigate the pressures+ demands of a workplace  
Financial burden AU\$1b annually

## Person-job fit

The link between the person's characteristics + their work responsibilities  
Allows for employee enjoyment, success + satisfaction  
Leads to employee employment



### PARTICIPANTS

Word of mouth + snowballing sampling; non-randomised participants

Employment:  
1. Professionals (tertiary qualified)  
2. Non-professional  
3. Government  
Employed 20-50+hrs/week

Inclusion:  
• 45.9% male; 54.1% female  
• Paid employed 20+hrs/week  
• Average reading ability  
• Aged 18+yrs  
• Queensland resident

### MATERIALS

Qualitative design (survey methodology) of four scales:

1. **Demographic questionnaire** to describe participant cohorts;
2. **Emotional intelligence questionnaire** used by NHS professional leadership toolkit;
3. **Depression, Anxiety and Stress Scale (DASS-21)** (Lovibond & Lovibond, 1995; )and
4. **Person-Job Fit Scale** (Brkich, Jeffs & Careless, 2002)

### LIMITATIONS

Self-report method: limitations with face validity, response bias + poor reliability  
Self-ratings may be skewed, particularly in corporate settings  
Possibility of projection of attributes as a comparison, favourably or unfavourably, creating self bias  
Difficult to establish fidelity of reported information  
Sample from Queensland - not nationally representative  
Age + cultural background omitted from

### CONCLUSION

Limited research available exploring all three variable in a single study  
Recommendation to replicate study on a national level  
Future research will influence role of workplace leadership in recruitment, retention, training and staff development  
Adds merit to the influence of positive psychology + emotional intelligence in work stress and person-job fit

## Exploratory analyses:

Comparing differences in emotional intelligence across employment categories:

- Statistically significant difference ( $p < 0.05$ ) in EQ across employment categories. Mean EQ scores for non-professional employees were significantly lower than professional and government employees.
- A trend was found suggesting government employees had higher levels of EQ compared to those employed in a professional role: difference was not statistically significant.

Comparing difference in person-job fit across employment categories:

- No significant differences found across employment
- Effect size = extremely small.
- Professional employees had slightly higher person-job fit. categories.

Comparing differences in stress across employment categories:

- Government employees had the lowest levels of stress.
- Non-professional employees had the highest levels.
- No significant differences found between groups.
- Effect size was medium.

Gender effects on emotional intelligence, person-job fit or stress:

- Males had significantly lower levels of emotional intelligence.
- Males reported lower levels of person-job fit (non-significant difference).
- Males reported higher levels of stress (non-significant difference)

Does income have an effect on emotional intelligence, person-job fit or stress:

- No significant differences between income and emotional intelligence; variable were not significantly related).
- Income had some impact on person-job fit: those who withheld their income had lowest person-job fit.
- Those earning < AU\$50,000.00 PA had highest person-job fit.
- Highest income earners did not have higher levels of person-job fit.
- No significant differences for stress levels, based on income.

Whether education levels have any effect on emotional intelligence, person-job fit or stress:

- Tertiary educated people had highest levels of emotional intelligence (Masters + Doctorate levels).
- Secondary school graduates with no further training had lowest levels of emotional intelligence.
- Diploma level qualification had highest levels of person-job fit; TAFE qualified had lowest.
- TAFE qualified had highest levels of stress.
- Master's graduates had lowest levels of stress.