

Title	Development and Validation of a Measure of Emotional Intelligence
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Publication Type	Local publication
Publisher (Journal name, issue no., page no etc.)	Pyay University Research Journal 2010,Vol.2, No.1
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Keywords	Emotional Intelligence
Citation	
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Development and Validation of a Measure of Emotional Intelligence

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Abstract

The major purpose of this study intended to explore the differences of emotional intelligence between males and females and the differences of emotional intelligence between 17-19 years old and over 20 years old. The sample includes 101 males and 112 females. All subjects were between 17-24 years of age. Emotional Intelligence questionnaire used in this study consists of 33 items for data collection. Subjects are instructed to answer the multiple choice questionnaire. They have to give a (✓) mark to the given answers. Finally, Mean and Standard Deviation were computed. The findings show that according to the mean score, there is a difference of emotional intelligence between male and female and also between 17-19 years old and over 20 years old.

Introduction

Emotional intelligence refers to the capacity for recognizing our own feelings and those of others, for motivating ourselves, and for managing emotions well in ourselves and in our relationships. It describes abilities distinct from, but complementary to, academic intelligence, the purely cognitive capacities measured by I.Q. Many people who look smart but lack emotional intelligence ends up working for people who have lower IQs than they but who excel in emotional intelligence skills. These two different kinds of intelligence intellectual and emotional express the activity of different parts of the brain. The intellect is based solely on the workings of the neo-cortex, the more recently evolved layers at the top of the brain. The emotional centers are lower in the brain, in the more ancient sub-cortex; emotional intelligence involves these emotional centers at work, in concert with the intellectual centers.

Among the most influential theories of intelligence who point out the distinction between intellectual and emotional capacities was Howard Gardner, a Harvard psychologist, who in 1983 proposed a widely regarded model of "multiple intelligence." His list of seven kinds of intelligence included not just the familiar verbal and math abilities, but also two "personal" varieties: knowing one's inner world and social adeptness. A comprehensive theory of emotional intelligence was proposed in 1990 by two psychologists, Peter Salovey, at Yale, and John Mayer, now at the

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University of New Hampshire. Another pioneering model of emotional intelligence was proposed in the 1980s by Reuven Bar-On, an Israeli psychologist. And in recent years several other theorists have proposed variations on the same idea.

Salovey and Mayer defined emotional intelligence in terms of being able to monitor and regulate one's own and other's feelings, and to use feelings to guide thought and action. While they have continued to fine-tune the theory, I have adapted their model into a version I find most useful for understanding how these talents matter in work life. My adaptation includes these five basic emotional and social competencies: Self-awareness, Self-regulation, Motivation, Empathy, Social skills. We used the original model of emotional intelligence of Salovey and Mayer (1990) as a basis for the development of a self-report measure of emotional intelligence in hopes that this encompassing model of emotional intelligence would provide a solid foundation for a measure of individuals' current level of emotional intelligence.

The major purpose of this study intended to explore the differences between males and females of emotional intelligence and the differences between 17 to 19 years old and over 20 years old of emotional intelligence.

Method

Instrument

Emotional Intelligence questionnaire contains 33 test items. It was constructed basing on Emotional Intelligence Scale of Salovey and Mayer.

Subjects

The sample includes 213 (101 males and 112 females). All subjects were between 17-24 years of age.

Procedure

Subjects are instructed to answer the multiple choice questionnaire. They have to give a (A) mark to the given answers which is suitable for them. Finally, the results were computed by the method Mean and Standard Deviation.

Data Analysis and Discussion

Data Analysis

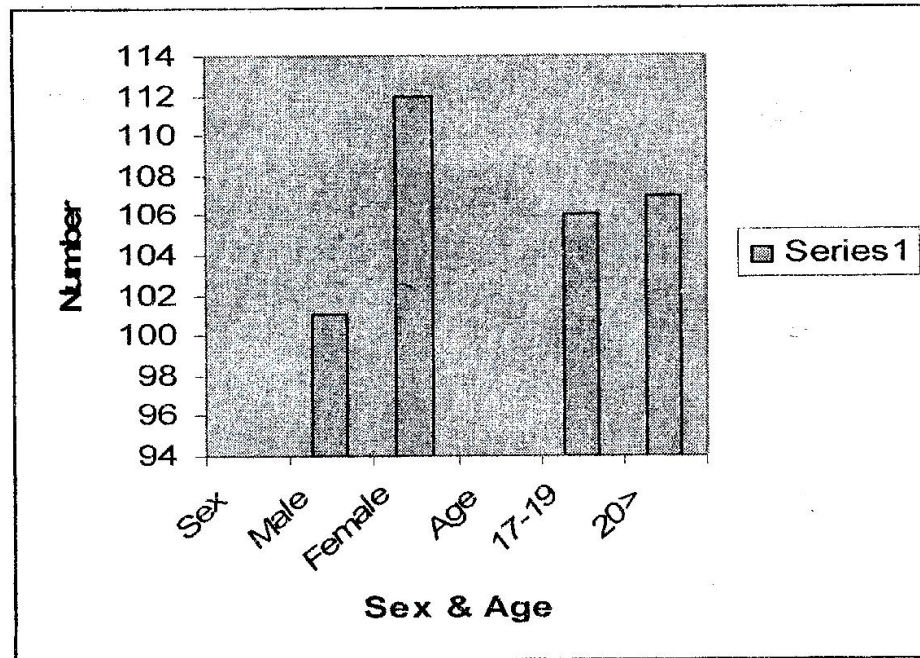


Figure 1. Personal data of subject

Table 1. Emotional Intelligence differences between male and female subjects

Sex	Number	Mean	SD	t	Sig:
Male	101	117.3	10.85	0.13	NS
Female	112	117.5	10.79		

This table shows the emotional intelligence differences between the male and female subjects. The mean score of the male subjects is 117.3 and SD of that group is 10.85, the mean score of female subjects is 117.5 and SD of that group is 10.79. Thus, the t-value was 0.13 which is not significant. But the mean score obtained by female was little more than that of male.

Table 2. Emotional Intelligence differences between two different age groups

Age level	Number	Mean	SD	t	Sig:
17-19	106	117.5	10.94	0.21	NS
20 >	107	117.8	9.567		

This table shows the emotional intelligence differences between the 17-19 years old and 20> years old. The mean score of the 17-19 year old is 117.5 and SD of that group is 10.94, the mean score of 20> years old is 117.8 and SD of that group is 9.567. Thus, the t-value was 0.21 which is not significant. But the mean score obtained by 20> years old was little more than that of 17-19 years old.

Reliability

Reliability coefficient was calculated by Cronbach Alpha. The reliability coefficient was found to be 0.77, which was a satisfactory value for the test.

Results and Discussion

The findings show that there is a difference of emotional intelligence between male and female. The mean score obtained by the female subjects were little more than that of male subjects. There is a difference of emotional intelligence between 17-19 years old and over 20 years old. The mean score obtained by over 20 years old was little more than that of 17-19 years old. This study shows that female and the older subjects have more capacity for recognizing their own feelings and those of others for motivating themselves and for managing emotions well in themselves and in their relationships.

Conclusion

The major purpose of this study intended to explore the differences between males and females emotional intelligence and the differences between 17-19 years old and 20> years old emotional intelligence. The sample includes 101 males and 112 females. All subjects were between 17-24 years of age. Emotional Intelligence questionnaire used in this study consists of 33 items for data collection. The findings show that according to the mean score, there is a difference of emotional intelligence

between male and female and difference of emotional intelligence between 17-19 years old and over 20 years old.

Acknowledgments

I wish to express my gratitude to U Win Myint, Pro-rector, University of Pyay and Dr. Daw Than Than Win, Pro-rector, Pyay University for giving permission to conduct the present study. I would like to thank Dr. Aung Myat Kyaw Sein, Professor and Head of Department of Psychology, Yangon University for his guidance and valuable advice to complete this research paper.

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