



Presenters: Maheshwari, Payal
Senior Lecturer, Department of Human Development, Nirmala Niketan, College of Home Science, Mumbai.
Savla, R.

Contact Information: 31/801, Sanskruti apartments, 90 Feet Road, Opp St. Lawrence School, Thakur Complex, Kandivili (E) - 400101, Mumbai, India.

email: payalm004@gmail.com

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About Presenters:

Title of Paper: **Emotional Intelligence Competencies: Their Importance in Making a Career Choice in The Profession of Medicine and Management**

Abstract:

The focus of the present study was to determine the emotional intelligence competencies that are essential to make a successful career choice in the profession of medicine and management and also to find out if the competencies needed by the specific profession of medicine are different from the competencies needed for the profession of management or vice versa. The sample comprised 52 participants, comprising of 16 doctors, 15 managers, 9 vocational counsellors and 12 EI experts. An interview cum e- questionnaire based on the Emotional competence Model (Goleman & Boyatzis, 1998), was constructed for doctors, managers, vocational counsellors and EI experts respectively. The participants were chosen with a minimum of 10 years of experience in their respective profession so that they are able to rate each competency on a 3 point rating scale keeping in mind the importance of the competency in their specific field. The vocational counsellors and EI experts had to give their ratings on each competency for both professions separately while doctors and managers rated the competencies for their own respective profession. The findings revealed that managers require the highest level of almost all emotional Intelligence competencies, while the doctors require most of the competencies at high level with some at the highest level and a few at average level. Accurate self assessment, self confidence, emotional awareness, communication and trustworthiness were found to be the most required EI competencies for being a successful doctor while leadership, team capabilities, and developing others were reported to be most essential EI competencies for being a successful manager. Further, it was found that doctors require a higher level of personal competence whereas managers required a higher level of social competence. The implications of the study are discussed. The findings of the study can help the prospective students of medicine and management make their career decisions more wisely by having a check on their EI skills and work on the same if needed so that they can match the requirement of the chosen profession.