Relationship between Emotional Intelligence and Psychological Well Being

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Abstract
Psychological well-being is defined as the capability to actively participate in work and to create important relationships with others, and to establish positive emotions. Further, emotional intelligence is a factor contributes to positive attitudes, behaviors and outcomes in people. Therefore, the aim of the current study is to study the effect of emotional intelligence on psychological well-being of 800 employees in 70 branches of Mehr Eqtesad Bank in Tehran, Iran. According to Krejcie & Morgan (1970), the minimum number of sample size was determined as 260 people. The author distributed 300 questionnaires among respondents (Random Sampling) and 270 usable questionnaires were returned. The results of the study show that emotional intelligence has a significant positive impact on psychological well-being of employees. Further, a number of suggestions and managerial implications have been proposed.

Keywords: Emotional Intelligence, Psychological Well-being.
1. Introduction
Quality of life may be an advanced thought that contain objective and subjective dimensions like food, housing, the chance to review, health and perceptions concerning them (Carpio, Pachecho, Flores, & Canales, 2000; Novoa, Cruz, Rojas, Wilde, 2003). Diener (1984, cited by Rodriguez, 1998) has delineate Quality of life as a subjective read of the live to that happiness and satisfaction have been achieved, or as a way of non-public, subjective purpose of read that has also been thought of pretty associated with bound biological, economic, psychological and social factors (2001, Garavito, Gomez Villegas Delaware Posada, Barrera, & Cruzand, 2007). The World Health Organization (WHO) tried to embrace the complexity of the term “Quality of Life”, process it as “the perception that associate person has as concerning their scenario in their own existence, within the context of culture and their value system during which they live and on connection to their objectives, their expectations, their norms, their considerations, their norms, etc. This is so broad thought that is influenced by advanced problems and sophisticated ways that than physical health of the individual factors, level of independence, his condition, their relationship with the environment and their social relationships” (World Health Organization [WHO], 2005). Psychology’s read is that well-being suggests that owning good mental and emotional health as pillars of quality of life in a explicit individual (López & Torres, 2001) in numerous contexts (Novoa-Gómez, & Ballesteros, 2001). From this perspective, psychological well-being includes the method folks accustomed appraise their lives within the gift and within the past; therefore, these assessments cowl the emotional reactions of people to events, moods, and judgments associated with the way they live their own lives (Diener, 1984, cited by Rodriguez-Marín, et al., 2003).

Therefore, well-being may be a dynamic result that is changeable amendment (Botero, Ballesteros, Caycedo, Gutiérrez, Hermida, Medina, Otero, & Motaña, 2003), established in the analysis of contingent or purposeful relationships among the people, their conditions of life and their environment, as established by Skinner (1990, cited by Caycedo & Ballesteros, 2002), once explaining the role of well-being within the foretoken and management of each behavior and atmosphere because the interaction among the variables identified and illustrious by the individual, like structural context and therefore the organism and situational factors. amendment has become a typical feature of life in organizations (Kiefer, 2005). Indeed, the organization’s ability to upset amendment provides a competitive advantage (Skinner, Saunders, & Thornhill, 2002). For organizational scientists, the top of the 20th century has witnessed associate unexampled obsession with organizational improvement and transformation. ancient officialdom forms are declared proposals and a competitive liability for radical new forms have appeared with placing discipline. Very theoretical arguments underlie running proposals for structure reform: economists assert the supremacy of markets over technologists litigant process-centered, figurative organizations enabled by info technologies; and hierarchies; and behaviorists promote renewal through structure learning and data management (Robey et al., 2000).

Organizational learning has been referred to as a big technique for making certain the success of continual amendment in organization (Senge, 1992). In recent years, the thought of structure learning has enjoyed a renaissance between each lecturers and practitioners seeking to boost organizations (Robey et al., 2000). Hence, varied studies have investigated theoretical and operational models of structure learning culture and its relationship to worker performance, like job satisfaction, innovation, structure commitment, and turnover intention. different studies are coupled to multiplied structure performance (Kontoghiorghes, Awbery, & Feurig, 2005; Kuchinke, 1995; Lien, 2002; Yang, Wang, & Niu, 2007).
Emotional aspects of amendment, however, don't seem to be addressed in any detail (Ahmadi et al., 2014). Recent theories show that organizations square measure penetrate with non rational and non psychological feature components that can't be accounted for by mechanistic models (Clegg, Kornberger, & Rhodes, 2005). Moreover, it's admitted that the human resources in any purposeful department possess a lot of or less same quantity of psychological feature intelligence but the star performance square measure those that maximize upon their mental energy keep in their emotional context (Dissanayaka et al., 2011). On the opposite hand, EI plays a big half in helping the managers and workers to manage dynamic amendment within the business atmosphere (Rafiq et al., 2011). Therefore, expected that structure learning will be achieved with success once the human resources square measure ready to develop required emotional competencies. Once this can be done then it's quite doable for them to create most use of their need to interact into the thinking mode that is a lot of system orientated. Different words, the construct of emotional intelligence associated its competences square measure believed to play a comparatively dominant role for learning at the individual level to succeed in an structure level (Singh, 2007). From the on top of, the importance of associate approach to the concept of quality of life that consists objective and subjective aspects (García & Viniegastro-González, 2000) and permits a correct association between them (Gómez, et al., 2007) becomes clear.

This way of considering well-being and health makes it's conceivable to ascertain 3 relevant dimensions that are: 1) the physical dimension, seen because the perception of shape or health, and additionally understood because the absence of illness, the symptoms created by it and therefore the adverse impacts of treatment; 2) the psychological dimension, which involves understanding the emotional and psychological feature standing of people, together with non secular beliefs, personal and non secular that means of life and angle than suffering; and 3) the social dimension, understood because the individual’s social roles in life, perception of social relationships, the requirement for family and social patronage, patient-physician relationship and job performance (Diener, et al., 2003). In international terms, quality of life represents general conditions of public health, however once it's a matter of persons that suffer from a illness or square measure in treatment, indexes of incapacity or malfunction associated with the method the individual is undergoing square measure used. This method is outlined within the space of health as “the capability that the patients need to handle and take their lives of agreement to their valuation coupled to their medical situation” (López & Torres, 2001). Therefore, after we talking concerning quality of life within the inverterately sick, scientists have thought of the patient’s level of purposeful standing, i.e., the extent to that patient’s adapts to the presence of diminished capabilities or painful symptoms, however they're handled within the emotional, psychological feature and activity psychological elements, and employment and what their level of social adaptation. These square measure all valued by the patients themselves as a result of the discernment of cancer changes the method folks see their selves and their lives, and even the style during which they arrange programs developed for his or her own life (Tomich & Helgeson, 2002).

Even so the problem posed via treatments, thousands of survivors say that the expertise steer them to create major changes in their lives, from taking the time to understand every new day, learn the way to require higher care of themselves, or a way to rate price to the care Provided to them by others. We have a tendency to did a subject-sampling rate. Participation was voluntary within the remaining educated satisfaction for the patient to the establishment. Participants during this study were cardinal adults WHO have received surgery for thyroid cancer for the past 3 years. Heedfulness comprehensive of non-
evaluative awareness and target the gift. Attentiveness is additionally a versatile state of consciousness that encompasses open and receptive attention and awareness of each one’s inner state and so the surface world. Characteristics of attentiveness embody clarity of awareness, non-conceptual (or non-semantic) awareness, ability to widen or slender attention, non-interference of research or judgement with sensory expertise, self-inclusive to the current, and aware transitions between focus of attention like in transitions between attention on the inner self and so the outer world (Brown et al., 2007). As Brown et al. (2007) noticed, to boot as being a state of consciousness, attentiveness is additionally a attribute, throughout this some of us unit of measurement lots of sometimes throughout a acutely aware state than fully completely different of us. Studies of the biological underpinnings of upper levels of attribute attentiveness (e.g., Frewen et al, 2010) recommend that attentiveness is alleged to differential brain activation throughout emotional technique. Higher levels of attentiveness unit of measurement related to a formidable kind of sensible outcomes, to boot as higher condition, larger relationship satisfaction, and easier management of pain (Brown et al, 2007). one in all the foremost firmly established correlates of attribute attentiveness is larger subjective well-being (Baer et al, 2008); (Brown, Kasser, Ryan, Linley, & Orzech, 2009); (Ryan & Brown, 2003); (Falkenstrom, 2010); (Howell, Digdon, Buro, & Sheptycki, 2008).as associate example, larger attentiveness is alleged to significantly more positive have a bearing on, less negative have a bearing on, and greater life satisfaction (Brown & Ryan, 2003). As attentiveness will increase as a results of interventions, like meditation work, well-being additionally tends to extend (Falkenstrom, 2010); (Cohn, Fredrickson, Coffey, Pek, & Finkel, 2008); (Zautra et al., 2008).Some preliminary proof suggests that higher levels of attentiveness square measure related to lots of adaptive emotional functioning. operationalized as emotional intelligence. Models of emotional intelligence embody emotional talents or competencies (such as perceiving, managing, understanding and harnessing emotions effectively at intervals the self and others) that cluster thereon involve drawing on feeling in adaptive ways in that. Perceiving of feeling involves recognizing emotional cues. Understanding feeling entails applying subtleties of emotional expertise and information of the complexities.

Managing emotions involves having the flexibleness to manage emotions effectively and appropriately. Harnessing feelings consists of utilizing emotion towards fully completely different ends like drawing on positive mood to facilitate power. Mayer, Salovey, and tenor (2004) argued that emotional intelligence is best planned of as a capability similar in nature to psychological feature intelligence. fully completely different theorists and researchers (Neubauer & Freudenthaler, 2005; Petrides & Furnham, 2003) posited that emotional intelligence also can be conceptualized as dispositional or attribute functioning. even though the emotional intelligence literature has sometimes conferred ability and attribute functioning conceptualisations of emotional intelligence as reciprocally exclusive alternatives (e.g., Mayer, Salovey, & Caruso, 2000), they're going to be complementary dimensions of adaptive emotional functioning (Schutte, Malouff, & Bhullar, 2009). Higher levels of emotional intelligence, each measured as an attribute and as a capability, square measure found to be related to varied positive outcomes, and considerably with indices of subjective well-being like positive have a bearing on and life satisfaction (Austin, Saklofske, & Egan, 2005; Mayer & Brackett, 2003; Brackett, Mayer, & Warner, 2004; Martins, Ramalho, & Marin, 2010; Schutte et al., 2009; Schutte, Malouff, Simunek, McKenley, & European, 2002; Schutte, Malouff, Thorsteinsson, Rooke & Bhullar, 2007; Van Rooy & Viswesvaran, 2004; Wing, Schutte, & Byrne, 2006).
Core aspects of attentiveness facilitate build a case for the affiliation between emotional intelligence and attentiveness. As Brown et al. (2007) noticed attentiveness adds “clarity and vividness to current expertise and encourages nearer, moment-to-moment sensory contact with life” (p. 219) and “enhances self-regulated functioning that comes with current basic cognition sensitivity to physical, psychological and environmental cues” (p. 220). Koole (2009) discovered that heedfulness encourages development of emotional regulation. The thought of EI was first projected by Salovey and Mayer (1990). They argued that EI may well be a type of social intelligence that involves a personality's ability to look at their own and others' emotions, to discriminate among them and to use that information to guide their thinking and actions. EI has its roots among the notion of social intelligence as first projected by Thorndike (1920). This early work was for the foremost half unmarked until Gardner (1983) developed his theory of ‘multiple intelligence. Gardner (1983) and completely different up thus far students on intelligence (Sternberg et al., 2000) recognized that a model of intelligence based only on understanding is lean to clarify human capabilities and behavior in world. Gardner's (1983) theory of multiple intelligence established the importance of ‘intrapersonal’ and ‘interpersonal’ intelligence and delineate social intelligence as a result of the power to understand others and to figure hand in glove with them, whereas intrapersonal intelligence involves the aptitude to create a truthful model of oneself and to use this to regulate successfully in life. Emotional intelligence encompasses the human proficiency of feeling, cognisance, motivation, self-control and skillfulness in relationships (Bar-On, 1997). It involves verbal and non-verbal assessment, expression of emotions and so the utilization of emotions in determination problems (Mayer & Salovey, 1993). Mayer and Salovey (1997) anon revised their model to fret the psychological feature components of EI within the tradition of normal intelligence to mirror the potential for intellectual any as emotional growth. There square measure two main approaches to the study of EI, namely: the power approach and so the mixed approach. those who adopt the ability approach produce by mental act EI as a form of psychological feature ability separated from temperament construct , whereas those who advocate the mixed approach define EI as a mix of skills and completely different temperament traits (Goleman,1995; Bar-On, 1997). the assorted approaches have resulted in several varieties and dimensions utilized within the event of assorted measures (Gowing, 2001). The Schutte Emotional Intelligence Scale (SEIS) (Schutte et al., 1998), a reliable and valid live of EI as conceptualised by Salovey and Mayer (1990) is used throughout this study. Emotional intelligence brings on the fields of emotions and intelligence by viewing emotions as useful sources of data that facilitate folks to make sense of and navigate the social atmosphere (Salovey & Grewal, 2005). it's a necessity for nurses and nurse educators to understand the thought of EI and keep in mind of the analysis and theoretical constructs upon that it's based. what's a lot of, the applying of EI ideas in pre-registration nursing may offer recent insights into nursing action, retention and ultimately patient/client outcomes. There is proof to purpose that EI is said to health standing and health behaviour (Spence et al., 2004; Gannon & Ranzijn, 2005). a right away link has been incontrovertible between EI and every physical and psychological health (Slaski and Cartwright, 2003; Tsousis & Nikolaou, 2005). folks administrative body can regulate their emotional states square measure healthier and EI looks to be in all probability useful in reducing stress (Pau & Croucher, 2003; Gerits et al., 2005). Health edges square measure coupled to the ability to accurately perceive and appraise ones emotion, savvy and once to specific feelings and effectively regulate mood states, therefore reducing negative health outcomes (Ciarrochi et al., 2002). different key studies indicate that EI predicts some distinctive variance in life satisfaction on
the so much facet temperament and demographic variables (Bastian et al., 2005; Gannon & Ranzijn, 2005). These studies used a cross-sectional reciprocity vogue which will, however, raise difficulties in establishing the anorectic direction of each correlation, every approach to measure EI can influence the validity of the construct as some characteristics overlap with temperament traits. A recent meta-analysis work the association between EI and health by Schutte et al. (2007) indicates that altogether, there square measure vital relationships between EI and psychological state, psychoneurotic health and physical health.

There is degree existing analysis base that links EI with stress management, problem-solving skills, well-being and psychological state (Ciarrochi et al., 2002; Gerits et al., 2005). The majority of studies reviewed indicate a relationship between EI, stress, cope ways that and health (Ciarrochi et al., 2002; Pau & Croucher, 2003). For instance, folks among the study by Pau and Croucher (2003) with high EI suffered less perceived stress and recent higher health and well-being. Conversely, those with low EI cope less well with stressors so experience further stress. Gohm et al. (2005) all over that EI may defend people from stress as high EI is alleged to active cope and better adaptation. The utilization of EI ideas may, therefore, offer insights into ways that to help foster nurses' engagement in apply and improve nurse retention with sequent positive impacts on patient outcomes.

Emotional intelligence has become a heavy topic of interest in scientific circles nonetheless as among the lay public since the publication of a book by constant name in (Goleman, D. 1995). Despite the heightened level of interest throughout this 'new idea' since the publication of Daniel Goleman’s bestseller, students square measure learning varied aspects of this construct for torrential of the 20th century; and so the historical roots of emotional and social intelligence could also be derived back to the nineteenth century (Darwin, C, 1872/1965). At this point of the discussion, it's vital to draw the reader’s attention to the actual fact that a spread of varied terms square measure accustomed describe emotional intelligence over the years; and so the various terms that square measure accustomed describe it ar italicised below to produce the reader with how of but these terms have changed over time. The primary known add this learned field was discovered by Darwin as early as 1872 and focused on the importance of emotional expression for survival and adaptation (Darwin, 1872; 1965). Publications began showing among the 20th century with the work of Edward Thorndike on social intelligence in (Thorndike, E. L, 1920). King of nice Great Britain Doll discovered the first instrument designed to measure socially intelligent behaviour in young children (Doll, E. A, 1935). Presumably influenced by Thorndike and Doll, David Wechsler embowered two subscales (“Comprehension” and “Picture Arrangement”) in his well-known check of psychological feature intelligence that appear to possess been designed to measure social intelligence (Wechsler, D, 1955). A year once the primary publication of this sign in 1939, Wechsler delineate the influence of non-intellectual factors on intelligent behaviour that was nonetheless an additional connection this construct (Wechsler, D, 1940). Within the 1st of kind of publications following this early description that is a lot of, he argued that our models of human intelligence would not be complete until we'll adequately describe these factors (Wechsler, D, 1943). Students began to shift their thought from describing and assessing social intelligence to understanding the aim of social behaviour and so the role it plays in effective ability (Zirkel, S, 2000), that was primarily but Darwin delineate this behaviour with relevance survival and adaptation. This line of research helped define human effectiveness from the social perspective nonetheless as robust one important aspect of Wechsler’s definition of general intelligence: “The
Capability of the individual to work purposefully (1958, Wechsler, D) additionally, this helped position social intelligence as a locality of general intelligence. Within the late Nineteen Forties, scientific inquiry began to centre around alexithymia, that's that the character of emotional intelligence at the pathological end of the time in this it focuses on the flexibleness, or rather the defect, to recognise, understand and describe emotions (Sifneos, P. E, 1967). Supported a recent processed search, it's attention-grabbing to note that quite one,000 articles, chapters and books square measure discovered that ar related to alexithymia and therefore the method it affects ere the publication of Daniel Goleman’s 1995 bestseller popularising the topic (Goleman, D, 1995). 2 new directions that paralleled and doubtless evolved from alexithymia were psychological mindedness (Appelbaum, S. A, 1973) and emotional awareness (Lane, R. D, & Schwartz, G. E, 1987).

2. Literature Review

2.1. Emotional Intelligence

Emotional intelligence may be a comparatively new theoretical construct and might be outlined in varied ways in which. Emotional intelligence isn't simply being nice, put on an honest face, and giving free reign to feelings, neither is it regarding dominant, exploiting, or manipulating folks (Sawaf & Cooper, 1997; Adler & Cherniss, 2000). Basically, emotional intelligence is that the “ability to accurately determine and perceive one’s own emotional reactions and people of others” (Cherniss & Adler, 2000). Additional formally outlined, emotional intelligence refers to the flexibility to spot and specific emotions, perceive emotions, assimilate emotions in thought, and negative emotions and regulate positive in oneself (Matthews, Zeidner, & Roberts, 2002).

Over the course of the history of scientific discipline, analysis and theory on emotions has up and ebbed (Goleman, 2003). Emotional intelligence will trace its roots to the start of the twentieth century once Thorndike (1920) known and referred to as it social intelligence. He has known 3 intelligences, (1) mechanical, (2) social, and (3) abstract. Thorndike outlined social intelligence as “the ability to grasp and manage men and ladies, boys and girls—to act sagely in human relations” (p. 228). Throughout subsequent century the behaviorist and intelligent quotient testing movements were within the forefront with scant attention being given to the construct of emotional intelligence (Goleman & Cherniss, 2003). Emotional intelligence emerged once more once Gardner (1983) introduced the construct of multiple intelligences. He divided personal intelligences into social and intrapersonal intelligence. Social intelligence is that the ability to observe and react to emotions in others; intrapersonal intelligence is that the ability to observe and react to one’s own feelings. Social and intrapersonal intelligences are connected to at least one another: the one can't be developed while not the opposite. Gardner declared that social and intrapersonal intelligences were as necessary because the variety of intelligence that was usually measured by intelligence quotient tests (Gardner, 1983; Cherniss, 2000). The roots of emotional intelligence will arguably be derived back to the beginning of the last century, however the bulk of books and analysis addressing emotional intelligence has appeared inside the last fifteen years (Roberts & Shulz, 2005).

Among varied current theories of emotional intelligence, the 3 that have made the foremost interest ar those of Bar-On (2000), Mayer & Salovey (1997), and Goleman (1998). All 3 theories get to develop AN understanding of however people recognize, understand, apply, and manage emotions so as to predict and improve individual effectiveness (Goleman, 2003). Bar-On (2000) within the 1980's developed a live to assess emotional intelligence within the space of well-being, and he used the term emotional quotient. He

outlined emotional intelligence as an array of emotional, personal, and social talents that influence however well a personal will effectively address daily demands and pressures.

The term emotional intelligence was initially utilized in a tutorial article by John D. Mayer and Peter Salovey (1990). Mayer & Salovey’s (1997) theory targeted around the construct of emotional intelligence as a bunch of mental talents. They outlined emotional intelligence as “the ability to understand emotions, to access and generate emotions thus on assist thought, to grasp emotions and emotional meanings, and to reflectively regulate feelings thus on promote each higher thought and emotion” (p. 22). Once Salovey and Mayer initial coined the term emotional intelligence, very little attention was given to the construct. Emotional intelligence was dropped at the forefront once Daniel Goleman’s 1995 best commerce book, Emotional Intelligence: Why It will Matter quite intelligence quotient was printed. It continues to be a subject of nice interest among researchers and inside the work. Goleman’s theory (1998, 2001) is grounded specifically in work performance. He contends that emotional intelligence plays a major role in predicting success within the work place, particularly among those in high leadership. Goleman defines emotional intelligence as “the capability for recognizing our own feelings and people of others, for motivating ourselves, and for managing emotions well in ourselves and in our relationships” (p. 317). His theory is predicated on emotional and social competencies, and he defines emotional competency as “a learned capability supported emotional intelligence that leads to outstanding performance at work” (p.24). The thought of emotional intelligence (EI) has developed to be one in all the foremost standard psychological concepts of the last decade (Zeidner, Roberts, & Matthews, 2004). Salovey and Mayer (1990) 1st introduced the thought of emotional intelligence as a kind of social intelligence, severable from general intellect. According to them, EI is that the ability to observe one’s own and others’ emotions, to discriminate among them, and use the data to guide one’s thinking and actions (Salovey & Mayer, 1990).

However emotional intelligence was created standard outside world by Daniel Goleman. In The last decade of the 20th century, psychologist and journalist Daniel Goleman revealed Emotional Intelligence and Goleman’s book became an instant best-seller. Emotional intelligence became a widely known phrase in standard media circles (Matthews et al., 2002). Goleman (1998) explains that emotional intelligence “... refers to the capability for recognizing our own feelings and people of others, for motivating ourselves, and for managing emotions well in ourselves and in our relationships”. Goleman (1998) views emotional intelligence as break away psychological feature intelligence (measured by IQ tests) and complementary to tutorial intelligence (measured by tutorial performance).

Scholars tend to look at emotional intelligence as an element that features a potential to contribute to additional positive attitudes, behaviors and outcomes (Carmeli, 2003). somebody United Nations agency possesses high emotional intelligence is (a) more adept at perceiving, understanding, and managing emotions; (b) additional seemingly to unravel emotional problems with less effort; (c) additional open and amenable in social interaction; (d) less vulnerable to negative or problem behaviors; and (e) more expert at articulating goals (Mayer et al., 2004). On the opposite hand, EI plays a big half in helping the managers and staff to manage dynamic modification within the business environment (Rafique et al., 2011).

The literature on EI theory proposes 3 totally different models of the construct (a) the capacity or intelligence model of Mayer et al. based mostly in associate understanding of brain operate, (b) Bar-On’s model of EI as associate assortment of temperament traits or skills, and (c) the performance based mostly ability model (Goleman, 1995, 1998).
The original model developed by Goleman (1995), was reviewed by Goleman in 1998 supported two hundred competency models, had known twenty five social and emotional competencies that the majority powerfully predict superior performance in several occupations. He organized these competencies into the 5 dimensions of EI Goleman (1995): self- regulation, self- awareness, self-motivation, social awareness, and social skills (Titimaea,2006).

2.1.1. Self-Awareness
The ability to know one’s own emotions is that the most essential of emotional intelligence dimensions. Having high cognisance permits folks to understand their strengths, weaknesses , values , and motives . People with high self- awareness will accurately live their own moods and intuitively perceive however their moods have an effect on others ;are receptive feedback from others on a way to ceaselessly improve ; and area unit able to build sound selections despite uncertainties and pressures. They're able to show a way Of humor. a pacesetter with good cognisance would acknowledge factors like whether or not he or she was likeable , or was exerting the correct content of pressure on organization members.

2.1.2. Self-Regulation
The ability to control or redirect tumultuous impulses and moods, and therefore the propensity to suspend judgment and to suppose before acting . Self management, non indulgent, and autonomous ar a couple of words substitutable with self-regulation. at identical time as self-regulation has several words therewith it's familiar, it also has several definitions. These definitions ar the results of varied theoretical perspectives on self-regulated learning.so “Self-regulated learning is that the pliability to be metacognitively, motivationally, and behaviorally active participants within the coaching process” (Zimmerman, 1986; Zimmerman, 1989), p.4). self-monitor, Metacognitively, self-instruct, self-regulated learners organize, organize and self-evaluate at whole completely different stages as they learn. Motivationally, they perceive themselves as self-efficacious, competent and autonomous. Behaviorally, they elect, structure, and create their environments for optimal learning. Self-regulated learners approach educational tasks confidently, diligence, and resourcefulness. they are aware after they need down a particular ability or set of skills and use acceptable ways within which for attainment of goals they have but to accomplish. Winne and Butler (1995) same self-regulated learners begin with a given task; live the task and set goals per the information from the evaluation; use ways within which to fulfill the goal; supervise their progress toward the goal and live the utilization of the strategy; and reinterpretation of the task takes place concerning info earned from internal and external feedback. All theories of self-regulated learning treat psychological feature processes used by students dependent to their learning processes. This definition is one in each of generality concerning self-regulation. each definition, still theoretical perspective, possesses common characteristics. Theorists and researchers inquisitive about self-regulation believe it to be a alternating methodology. Zimmerman (1998) familiar 3 phases gift within the plan of action of self-regulation: forethought, voluntary or performance control, and self-reflection.

2.1.3. Self-Motivation
Self-motivation refers to being results orientated and following goals on the so much aspect what's required . extraordinarily self – motivated people set tough goals for themselves and others; hunt for ways in which to spice up their performance; and without delay produce personal sacrifices to satisfy the organization’s targets. They harness their emotions and employ them to spice up their prospects of being triple-crown in regardless of they're seeking to fulfill. They operate from hope of success rather than concern of failure.
2.1.4. Social Awareness
Social awareness refers to having understanding and sensitivity to the emotions, thoughts, and things of others. This includes understanding another person’s state of affairs, experiencing the opposite person’s emotions, and knowing their wants by showing that they care. Additionally, socially aware leaders have the power to sense office politics and perceive social networks. They’re smart at acknowledging people’s strengths, accomplishments, and development.

2.1.5. Social Skills

2.2. Psychological Well Being
Well-being: The capability to actively participate in work and recreation, produce important relationships with others, develop a way of autonomy and purpose of life, and to expertise positive emotions (Hatch, Huppert, Abbott, Croudace, Ploubidis, Wadsworth, Richards, & Kuh, 2007). Psychological well-being: however commitment to existential challenges is perceived (Keyes et al., 2002). About psychological well-being, a pioneer study was conducted by Bradburn (1969). Bradburn used psychological well-being interchangeable jubilantly and mentioned 2 dimensions that area unit positive and negative have an effect on. From this time of read being high in psychological well-being reflects a dominance of positive over negative have an effect on. Bradburn stressed that though positive and negative have an effect on area unit freelance of every alternative, the frequency of each positive and negative affects verify the extent of psychological well-being. moreover, Bradburn excluded self-actualization, autonomy and vanity ideas though man of science accepted these ideas because the species of trees within the psychological well-being forest. Although, Bradburn didn't unheeded ideas like autonomy and vanity, which study is accounted as being one amongst the pioneers of psychological well-being studies, the stress on positive and negative have an effect on will be understood as what Bradburn studied was subjective well-being instead of psychological well-being, within the lightweight of the definitions of subjective and psychological well-being (Diener & film writer, 2003; Keyes et al., 2002; Myers & Diener, 1995).
Later, to outline psychological well-being, Ryff (1989) developed a six dimensional theory. Keyes and Ryff (1998) explicit that this theory analyzed psychological well-being from a eudaimonic perspective and combined the psychological functioning theories that area unit Maslow’s conception of self realization, Rogers’ absolutely functioning person, Jung’s individuation formation and Allport’s depiction of maturity. Additionally, Erikson’s, Buhler’s and Neugarten’s theories on adult development were enclosed still as Jahoda’s mental state approach. The six dimensions of Ryff’s theory area unit self-acceptance, positive relations together with others, environmental mastery, autonomy, purpose in life, and private growth. Consistent with Ryff’s theory, self-acceptance defines however a private acknowledges positive and negative aspects of own temperament and is happy regarding past experiences. Self-acceptance is taken into account as a dimension of psychological well-being since it’s accepted mutually of the standards required for embodiment of mental state (Jahoda), self realization (Maslow), optimum functioning (Rogers) and maturity (Allport). Since ability to like (Jahoda), to feel fellow feeling (Maslow), to develop heat relations (Roger) and feeling accountable to others (Erikson) area unit thought of as aspects of positive functioning, positive relations with others became one amongst the six dimensions. People WHO area unit reported to possess positive relations with others area unit ready to establish heat and trusting relations, expertise fellow feeling and intimacy still as understanding

the dynamics of a relationship. Each autonomy and settingal mastery area unit regarding however a private relates with social environment. Autonomy refers to however a private survives severally whereas mastery refers to the flexibility to control setting thanks to personal wants. freedom and self-evaluation consistent with self standards area unit required so as to judge one as autonomous. Whereas, feeling of having the ability to manage daily events still as amendment context thanks to individual wants area unit the characteristics of environmental mastery. Specifying a purpose always associate degree having a thought consequently area unit outlined as an feature of maturity by Allport. Therefore, purpose in life is thought to be the forth dimension of psychological well-being supported Allport and alternative theorists’ read purpose. Purpose in life refers whether or not a private has aims for living and believes the which means of life. The ultimate dimension is personal growth associate degree indicates an individual’s competency for development and exploration. Being hospitable new experiences, perceiving self as dynamic and growing still as victimisation personal potential area unit characteristics of private growth. Supporting the scale outlined by Ryff (1989), autonomy, competency and connectedness are found to be associated with well-being in studies conducted within the frame of Self-Determination Theory. Self-determination theory defines these 3 traits as basic psychological wants. A lot of of specifically competency is found to be the necessity that ought to be consummated most systematically for well-being since competence-need fulfillment is completely and unambiguously associated with vanity and positive have an effect on (Patrick, Knee, Canevello & Lonsbary, 2007). Additionally Sheldon and Niemiec (2006) understood that the expertise of balanced autonomy, competency and relatedness-need fulfillments arose higher levels of well-being. Additionally, autonomy was discerned as an element leading psychological well-being by Sheldon and his colleagues (2004). Researchers administered 3 studies to check however the content of goals and therefore the drives underlying these goals have an effect on the psychological well-being. These studies advised that the goals from extraneous forces in dire straits reasons controlled by others leads to lower levels of psychological well-being. Thus, as such directed and autonomous actions lead higher psychological well-being.

Recently, Wissing associate degree Van Eeden (2002) tried to realize an empirical clarification of the psychological well-being and administered ten questionnaires to a various sample. The researchers terminated that psychological well-being had a three-d composition with respect to emotional, activity and psychological feature aspects of self and life domains like intrapersonal and social relations and social network. the indications of the final psychological well-being were outlined as sense of coherence, affect-balance and satisfaction with life.

2.2.1. Depression

In performing a study from a salutogenic perspective on however men address major depression in existence with the assistance of skilled and lay support, Skaersaeter (Skaersaeter et al., 2003: 153-162) mentioned that worldwide, major depression is one amongst the most causes of premature death and down functional capability, and its importance can increase within the coming back years. This truth is one amongst the explanations that created the scientist do the analysis on psychological well-being. The scientist needs to grant hope to those who claim that they ‘have’ depression. Individuals don’t have to be compelled to board a whirl pool of never-ending depression. The scientist believes that depression is AN outcry.

2.2.2. Sense of coherence
'Sense of Coherence (SOC) could be a key idea in an exceedingly theoretical model of salutogenesis and fortogenesis, that tries to elucidate the origins of psychological strength’ (Mlonzi & Strümpfer, 2001: 30-37). The Sense of Coherence (SOC) has been shown to be associated with variety of stress moderators like locus of management, mastery, optimism, and robustness. SOC has additionally been directly joined to a spread of outcome measures like coping, health, corporeal complaints, and life satisfaction. Antonovsky’s theoretical analysis provides a comprehensive abstract map to review the role of SOC in reducing stress and increasing resistance (Korotkov, in Fry & Wong, 1998: 51-70).

2.2.3. Affective-balance
This modesty bias additionally appears to influence the opposite dimension of subjective well-being, emotional balance. I (i.e., Saint Christopher, 1992; Saint Christopher, Lightsey, & Saint Christopher, 1999).

2.2.4. Autonomy
Ryff equates autonomy with attributes like self-determination, independence, internal locus of management, individuation, and internal regulation of behavior.

2.2.5. Environmental Mastery
Ryff (1989) outlined environmental mastery because the ability to choose or produce environments appropriate to his or her psychic conditions (p. 1071).

2.2.6. Positive Relations With Others
Ryff (1989) outlined positive relations with others as heat, trusting social relations and robust feelings of sympathy and fondness. initially look this subscale/criterion appears most sympathetic or compatible with collectivism.

2.2.7. Purpose in Life
Ryff (1989) instructed that having "a clear comprehension of life's purpose, a way of intentionality and directedness” are necessary elements of the "feeling that there's purpose and meaning to life" (p. 1071).

2.2.8. Personal Growth
Ryff (1989) outlined personal growth because the continued ability to develop one’s potential, to grow and expand as a person. (p. 1071).

2.2.9. Self-Acceptance
Ryff (1989) maintained that holding positive attitudes toward himself emerges as a central characteristic of positive psychological functioning. (p. 1071).Psychological well-being isn't one thing that might be achieved as one goal, but is influenced by several variables. a number of these variables have very little or no effect, wherever others have the likelihood to form a large impact. within the following paragraphs a number of these relative constructs are mentioned.

2.2.10. Money
Some individuals might imagine that cash and wealth lead to psychological wellness, however within the contrary. Not solely has recent psychological analysis shown the truth of the maxim 'Money can’t get happiness’, however has begun to demonstrate that once individuals organize their lives round the pursuit of wealth, their happiness will truly decrease. analysis by psychologists Diener and Myers documents that, once people have enough cash to acquire their basic desires of food, shelter, etc., cash will comparatively very little to enhance happiness. those who ‘buy into’ the messages of client culture report lower personal well-being. consistent with analysis by scientist Kasser, people who says that goals for cash, image and recognition square measure comparatively necessary to them additionally report fewer
experiences of pleasant emotions, less satisfaction in life and additional depression and anxiety. Additionally to those issues with personal happiness, analysis suggests that strivings for wealth additionally hurt social relationships and promote ecologically-destructive behaviour (2006, American Psychological Association on-line).

2.2.11. Meaning
Zika and Chamberlain found that there was a robust association between meaning in life and well-being (Zika & Chamberlain, 1992: 133-145). According to the WELL cited earlier, the great definition of the variable work, recreation, leisure is evaluated by the quantity the person is partaking in meaningful activity, notwithstanding the absence or presence of financial gain (Hermon & Hazler, 1999: 342).

2.2.12. Social Support
Social support is a very important issue promoting psychological state. Senior levels of social support square measure related to higher vas, endocrine, and immune system perform (Uchino et al., in Gilbreath & Benson, 2004: 259). Senior social support at work is said to lower levels of psychiatrical disorder and illness absence and will facilitate staff to address issues in their personal relationships outside of labor (Gilbreath & Benson, 2004: 255-266). Antonovsky Cited the absence of references to the larger structure in current writings regarding the holistic approach to health. Important contributions to health are created by social stability and peace, rewardable work, and a dignified place in society. Failure to confront the social forces that play well-being limits understanding and affects any medical aid (Antonovsky, 1995: 6-12).

2.2.13. Nerve-wracking Life Events
Persons square measure generally full of nerve-wracking events at work. Nerve-wracking work events will cause anxiety, depression, burnout, corporeal complaints, and higher healthcare prices (Manning et al., in Benson & Gilbreath, 2004: 259). Stressful life events are found to be correlative with synchronal and prospective health problem (Maddi et al., 2004: 259). If severe enough, nerve-wracking events can cause post-traumatic stress disorder and have long-lived negative effects on well-being. ‘Even for those at the height of psychological state, [stressful events] erode quality of life and place individuals in danger for symptoms and signs of mental disorders’, says the doc General of the u. s. of America (Gilbreath & Benson, 2004: 259). Since operating provides necessary endpoints of well-being, Sense of Coherence (SOC) relationships to job satisfaction, job involvement, conscientiousness and structure commitment were investigated by Strümpfer and Mlonzi (2001: 30-37). In Study one important relations of SOC with job satisfaction and commitment however not job involvement were disclosed. Study two showed important relations with job satisfaction, conscientiousness and commitment. Study three revealed important relations with different scales (Job Descriptive Index’s Work).

2.2.14. Health Practices
Recent analysis has shown that psychological states and life traumas, amongst divorce and loss of employment, will adversely have an effect on system responses (Ornstein & Swencionis, 1990: 262). An individual’s way - significantly in terms of health practices - is considered the most necessary influence on human health in modern industrial society. Lifestyle will predict future mortality rates, morbidity, incapacity and psychosomatic distress (Donaldson & Blanchard, in Gilbreath & Benson, 2004:260).

2.2.15. Responsibility, Thoughts and Practices
Optimal health is achieved once an individual assumes responsibility for his or her failure or success. Murray suggests that persons ought to learn to spot self-defeating and illness-promoting thoughts and
impulses, and compensate them with wellness-promoting actions and self-endorseing thoughts (Murray, 1996: 1378-1381). With relation to the method of traumatic stress intervention, Violanti (in Alan Paton et al., 2000: 225) says that ‘individuals to an outsized extent management their own destiny when it involves handling trauma. The individual is so an energetic agent in the process of healing, along side collateral facilitate of pros or peers’.

2.2.16. Temperament
Using the Sjoebring system of temperament dimensions (intellectual capacity; activity; impulsivity; sociability) to look at attainable salutogenic factors in mental health, a better frequency of positive psychological state was related to high intellectual functioning, high activity level, and low impulsivity. These variables seem to extend header capability and thus might increase stress resilience (Cederblad et al., 1996: 11-19).

2.2.17. Childhood Factors
The personal inclinations throughout childhood related to adult positive mental health were childhood positive vanity, fortunate header, internal locus of control and comprehension. Childhood family factors, like trusting relations with a parent and shared values, were additionally necessary (Cederblad et al., 1995: 1-11). In an investigation on children’s perceptions of themselves once experiencing academic failure, the subsequent were reported: additional loneliness; less coherence; lower peer acceptance and totally different patterns of friendly relationship qualities than average-achieving peers. lecturers additionally rated them as demonstrating higher levels of troubled and active behaviours (Margalit & Efrati, 1996: 69-79). In a study of header resources of assaulted youngsters within the family, Sagy and Dotan (2001: 1463-1480) found that buffering variables which will contribute to better header were sense of family coherence, psychological sense of faculty membership, and social support. The relationship between experiences inside the family context throughout childhood and the development of the SOC is additionally highlighted in an exceedingly study by Sagy and Antonovsky (2000: 155-166) that hypothesized four sorts of life experiences that form the SOC: consistency; load balance; participation in shaping outcome, and emotional closeness. Results indicated that participation in shaping outcomes was the foremost relevant.

2.2.18. Love
‘…the style of love toughened by late adolescents was found to influence their well-being and health. Reciprocated love was related to authority, interest within the setting, low NK cell activity, and smart general health. On the other hand, unreciprocated love was related to depression, lack of relaxation and recent hang-over. Findings indicated that being enamored was salutogenic, provided that love was reciprocated’ (Smith & Hokland, 1988: 44-49).

2.2.19. Age
Research by Charles et al., (2006, in yankee Psychological Association Online. supports the ‘socioemotional selectivity’ theory that, as individuals become older and become additional attentive to additional limited time left in life, they direct their attention to additional positive thoughts, activities and recollections. ‘With age, individuals place {increasingly progressively more and additional} more worth on emotionally purposeful goals and so invest additional psychological feature and behavioral resources in getting them’. In a study by Brooks (1998: 227-248) on fortunate aging and also the advancement of theory on family care giving, he found that three dimensions of quality of life are life satisfaction, social health, and overall physical health. Applied to the study of aging, the salutogenic model has the potential
to elucidate variations in the quality of life in later life, and also the continuing development of the idea may produce insights on ways in which to forestall the older from changing into dependent.

3. Research Framework and Hypothesis Development
Taking into account the above mentioned literature, figure 1 shows the conceptual framework of the study:

**H:** Emotional Intelligence has a significant influence on Psychological Well-being.

4. Methodology

4.1. Statistical Population
Statistical population of this study included 800 employees of 70 branches of Mehr Eqtesad Bank in Tehran. According to Krejcie & Morgan (1970), the minimum number of sample size was determined as 260 people. The author distributed 300 questionnaires among respondents (Random Sampling) and 270 usable questionnaires were returned.

4.2. Instrument
A 20 items self-administered questionnaire was used to measure five dimensions of emotional intelligence: Self-awareness, Self-regulation, Self-motivation, Social awareness, and Social skills.
The psychological well-being index (22 items) developed by Dupuy (1984; cited in Badia et al., 2002) was used to measure six dimensions of psychological well-being: Anxiety, Depression, Positive mood, Vitality, Self-control and General health.

4.3. Reliability and Validity

For evaluation of Validity of Questionnaire, the authors conducted Cronbach’s Alpha with SPSS. The results in Table 1 show that the questionnaire has good Validity as all the items are more than 0.7.

<table>
<thead>
<tr>
<th>Emotional Intelligence</th>
<th>Mean</th>
<th>Std. Deviation</th>
<th>Cronbach’s Alpha</th>
</tr>
</thead>
<tbody>
<tr>
<td>Self-awareness</td>
<td>4.1238</td>
<td>.39427</td>
<td>0.745</td>
</tr>
<tr>
<td>Self-regulation</td>
<td>3.8259</td>
<td>.61624</td>
<td>0.753</td>
</tr>
<tr>
<td>Self-motivation</td>
<td>4.4012</td>
<td>.52441</td>
<td>0.786</td>
</tr>
<tr>
<td>Social Awareness</td>
<td>4.0210</td>
<td>.58054</td>
<td>0.792</td>
</tr>
<tr>
<td>Social Skills</td>
<td>4.2809</td>
<td>.47952</td>
<td>0.753</td>
</tr>
<tr>
<td>Anxiety</td>
<td>4.3398</td>
<td>.42575</td>
<td>0.744</td>
</tr>
<tr>
<td>Depression</td>
<td>4.2157</td>
<td>.50138</td>
<td>0.721</td>
</tr>
<tr>
<td>Positive Mood</td>
<td>4.0639</td>
<td>.54606</td>
<td>0.788</td>
</tr>
<tr>
<td>Vitality</td>
<td>3.9806</td>
<td>.60806</td>
<td>0.767</td>
</tr>
<tr>
<td>Self-control</td>
<td>4.3213</td>
<td>.48802</td>
<td>0.775</td>
</tr>
<tr>
<td>General Health</td>
<td>3.1843</td>
<td>.79909</td>
<td>0.793</td>
</tr>
</tbody>
</table>

For evaluation of Reliability of Questionnaire, the authors conducted Confirmatory Factor Analysis (CFA) for evaluating the Reliability of questionnaire. Table 2 shows the Fitness indices of the study which implies that all the indices are in acceptable scope.

<table>
<thead>
<tr>
<th>Fitness Indices</th>
<th>Measure of Index</th>
<th>Principle</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chi-Square/df</td>
<td>2.4153</td>
<td>&lt; 3</td>
</tr>
<tr>
<td>P-Value</td>
<td>0.000</td>
<td>&lt; 0.05</td>
</tr>
<tr>
<td>Root Mean Square Error of Approximation (RMSEA)</td>
<td>0.073</td>
<td>&lt; 0.1</td>
</tr>
<tr>
<td>Normed Fit Index (NFI)</td>
<td>0.94</td>
<td>&gt; 0.9</td>
</tr>
<tr>
<td>Non-Normed Fit Index (NNFI)</td>
<td>0.95</td>
<td>&gt; 0.9</td>
</tr>
<tr>
<td>Comparative Fit Index (CFI)</td>
<td>0.96</td>
<td>&gt; 0.9</td>
</tr>
<tr>
<td>Incremental Fit Index (IFI)</td>
<td>0.96</td>
<td>0 &lt; IFI &lt; 1</td>
</tr>
</tbody>
</table>
5. Results

The Results of the Structural Equation Modeling (SEM) can be seen in Figure 2 and 3. Further, Table 3 shows the results of the hypothesis test.

<table>
<thead>
<tr>
<th>Relative Fit Index (RFI)</th>
<th>0.92</th>
<th>&gt; 0.9</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goodness of Fit Index (GFI)</td>
<td>0.93</td>
<td>&gt; 0.9</td>
</tr>
<tr>
<td>Adjusted Goodness of Fit Index (AGFI)</td>
<td>0.90</td>
<td>&gt; 0.9</td>
</tr>
</tbody>
</table>

Figure 2. Standardized Solution Model
Table 3. The Results of the Hypothesis Test

<table>
<thead>
<tr>
<th>No</th>
<th>Hypothesis</th>
<th>Path coefficients</th>
<th>t-value</th>
<th>Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>H</td>
<td>Emotional Intelligence → Psychological Well-being</td>
<td>0.58</td>
<td>7.42</td>
<td>Accepted</td>
</tr>
</tbody>
</table>

6. Discussion and Conclusion

The aim of the present study is to investigate the relationship between emotional intelligence and psychological well-being of 800 employees in 70 branches of Mehr Eqtesad Bank in Tehran. Because of the positive consequences of psychological well-being in individual and organizational level, it should be considered by organizational researchers and managers. Therefore, identifying factors contribute to increasing in the level of psychological well-being is an interesting issue for organizational researches.

The results of the current study shows that according to the Mean analysis, bank’s employees enjoy appropriate level of emotional intelligence as all the dimensions are more than $\mu = 3$: Self-awareness: 4.1238, Self-regulation: 3.8259, Self-motivation: 4.4012, Social Awareness: 4.0210, and Social Skills: 4.2809.
Moreover, according to the Mean analysis, employees enjoy appropriate level of psychological well-being as all the dimensions are more than $\mu = 3$: Anxiety: 4.3398, Depression: 4.2157, Positive Mood: 4.0639, Vitality: 3.9806, Self-control: 4.3213, and General Health: 3.1843.

Further, the results of the structural equation modeling show that emotional intelligence has a significant positive influence on psychological well-being of employees. The results of the SEM analysis can be also described by the Mean analysis. As, all the employees enjoy appropriate level of emotional intelligence, it leads to having psychological well-being of employees.

The results of the current study suggest that managers should try to improve emotional intelligence of employees to achieve positive consequences. To do so, managers should affect employees’ self-awareness, self-regulation, self-motivation, social awareness, and social skills positively.

Furthermore, future studies should try to investigate the effect of other variables on psychological well-being to expand the model of this study.

References


Saas, R. L., & Woolfolk, (Eds.), Hermeneutics and psychological theory: Interpretive perspectives on personality, psychotherapy, and psychopathology: 288-320.