

Emotional Intelligence and Gender Role Attitudes of Married Individuals: Moderating Role of Gender and Work Status

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Abstract : This study aimed to examine the association between emotional intelligence and gender role attitudes of married individuals. Another aim of this study was to test the moderating role of gender work status of married individuals for predicting gender role attitudes from emotional intelligence. A sample of (N = 500) married working men and women (both working & housewives) was approached through purposive convenience sampling technique. The data was collected employing cross-sectional research design. The indigenous versions of the Gender Role Attitudes Scale and perceived Emotional Intelligence Scale were used. The results of alpha coefficients for both the scales and subscales used in this study designated satisfactory evidence for internal consistency and reliability. Assessment of correlation coefficients showed significant positive correlation between gender role attitudes and emotional intelligence, subfactors of emotional intelligence i.e., emotional self-regulation, emotional self-awareness, and interpersonal skills with gender role attitudes. Results of model testing revealed that gender (the effect was significant for women) and work status (the effect was more significant for married working women than married working men and housewives) of the married individuals significantly moderated the relationship between emotional intelligence and gender role attitudes into the positive direction. Further, it was also found that gender and work status also moderated the relationship between emotional self-regulation (as sub factor of emotional intelligence) and gender role attitudes in a positive direction. In conclusion, this empirical evidence is vital contribution derived from the traditional and collectivistic socio-cultural background of Pakistan.

Keywords : gender role attitudes, emotional intelligence, emotional self-regulation, gender, work status, married working women

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