

A Relationship between Emotional Maturity and Life Satisfaction among Employees

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Abstract:

The current study investigates the relationship between Emotional Maturity and Life Satisfaction among Employees. Emotional Maturity is an aspect that is very close to the personality. Personality is what will shape the individual brought in daily life for themselves and their environment. A person can be said to have matured emotionally when they have been able to think objectively. Emotional maturity is an expression of emotion that is constructive and interactive. Individuals who have reached emotional maturity is characterized by the presence in the ability to control emotions, to think realistically, understand themselves and be able to show emotion when and where appropriate.

Life Satisfaction is an assessment of the overall conditions of existence as derived from a comparison of one's aspiration to one's actual achievement. It is expected that there is a relationship between emotional maturity and life satisfaction among the employees.

The test was administered on 60 employees working in Canara Bank, Chandigarh. The age range was kept 25 to 30 years. Purposive Random sampling was used. Intercorrelation between Emotional Maturity and Life Satisfaction among Employees was taken out. Pearson's r was used to analyze the data. It was seen that the value of intercorrelation came out to be significant which means that there is a relationship between emotional maturity and the understanding and life satisfaction. In other words, the deeper the emotional maturity, the more will be the life satisfaction among employees.

Keywords: Emotional Maturity, Life Satisfaction

I. INTRODUCTION

Emotions are the foundation of each relationship in our lives, and the power of those emotions cannot be overlooked. Emotions often override our thoughts and profoundly influence our behavior—often without our awareness and whether we like it or not. Most people seek relationship advice to find answers to problems they believe are responsible for their conflicts without realizing there are more fundamental issues at the root of those problems. They are attempting to heal the surface symptoms of their dysfunctional relationships, without examining the real emotional issues that are simmering. Our behavior and thought processes as adults are directly influenced by the experiences and environment of our early developmental years. There are always adults around children that give positive and/or negative influence. A child is like a sponge and will unconsciously absorb behaviors, attitudes, and emotions. If that influence is negative and consistent, the child will most certainly evolve into an adult with emotional and relationship issues. When a child is born, he/she is born with a body/mind that was tender and limited, which needed to be developed to into fully grown individual. Without much effort a child grows physically into an adult. All that is needed to develop a child is food, clothes, shelter, safety and basic love. Growing into an adult does not mean just growing physically. We need to grow mentally and emotionally as well, to be regarded as a mature human being. Our school/college education has certainly expanded our mental capacities to learn about the world, to learn some knowledge/skills to get a job and make a living. However, how many of us can honestly say that we have grown in our

emotional maturity and mental capacities to lead a fulfilled and satisfied life? Though we may be an adult, the “inner child” within us may be still driving our behavior and responses to the world and we may be still behaving in childish ways.

One thing I love about mature couples is their knack for side-stepping resentment and focusing on the good. Plus their capacity to accept, forgive and understand each other's differences. Emotional maturity is an essential part of a relationship. The measurement of student satisfaction can be useful to post-secondary institutions, to help them to pinpoint their strengths and identify areas for improvement. Satisfaction ratings go beyond teaching assessments, which have a narrow focus, to include broader aspects of the student learning experience. To grasp the complexity of that learning experience, it is not enough to know the degree to which students are satisfied, it is important to understand the factors that contribute to student satisfaction. The purpose of this study is to identify aspects of the educational experience that are associated with former students' overall expression of satisfaction. Determining which features of the student experience are most closely related to satisfaction may provide information about actions that can be taken to maintain high levels of satisfaction and improve student learning. The BC College and Institute Student Outcomes Survey ask former students to make an overall statement about their satisfaction with their studies. As well, survey respondents rate many aspects of their educational experience, from skill development and personal growth to quality of curriculum and instruction.

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Emotional Maturity

The expression, "maturity," refers to a significant phase in the growth of a living organism. Maturity is achieved when individual growth is completed and the organism is ripe for propagation. The concept of maturity is used also in psychology and psychiatry. In this field it designates that phase of personality development which corresponds to biological and psychological maturation. We call a person psychologically mature after he has reached a certain level of intelligence and emotional outlook. The development of a person is undisturbed, biological and psychological maturation progress more or less parallel with each other. Usually, however, biological maturation proceeds ahead of emotional maturation.

Emotional Maturity is an aspect that is very close to the personality. Personality is what will shape the individual brought in daily life for themselves and their environment. A person can be said to have matured emotionally when they have been able to think objectively. Emotional maturity is an expression of emotion that is constructive and interactive. Individuals who have reached emotional maturity is characterized by the presence in the ability to control emotions, to think realistically, understand themselves and be able to show emotion when and where appropriate.

Characteristics of Emotional Maturity

As for the characteristics of people who have the emotional maturity among other:

1. Empathy

It isn't enough to be able to identify your own emotions. You also need to be able to identify, and relate to, the emotions of others. When you have empathy for other people, only good things can come: understanding, compromise, and a greater emotional intelligence all around. Having empathy for others is also a form of respect and it makes you more approachable, both important traits that make up an emotionally mature person.

2. Accountability

Part of being emotionally mature means being able to admit when you're wrong, and face the consequences for your own mistakes with understanding and dignity. Think about people who don't take accountability for things that they've done. Often, they'll be in denial of any wrongdoing, and sometimes even try to place the blame on somebody else. Part of being accountable means being responsible. You can't have emotional maturity without both.

3. Self-Awareness

Self-awareness is one of the foundations of emotional maturity. When you're self-aware, it means being able to identify your emotional states, see your thoughts and actions from all angles, and judge yourself based on the same standards that you judge others. People who are self-aware tend to be better at taking criticism, which is another supporting trait of emotional maturity. This is because they are often more critical of themselves to begin with, being more perceptive of their own actions and emotions.

4. Flexibility

Flexibility means understanding that not everything is going

to go your way, and that's just a fact of life. Being able to make compromises, especially when it involves other people, is a sure sign of emotional maturity. Developing a sense of flexibility requires a few different traits: patience, for one. If you can't keep your cool during times of change or when spontaneous issues arrive, you won't be able to make calm and informed decisions.

5. A Healthy Amount of Confidence

Confidence is one of the elements that makes up emotional maturity, but it has to be a healthy amount. Too much confidence can border into arrogance. Not enough confidence can fall into low self-esteem. You need a balance of confidence and self-awareness to trust in your own decisions, but take the criticism necessary if you've made the wrong choice.

the ability to respond differently in relation to the needs and factors beyond himself involved in a particular situation.

the ability to channel the pressure impulses and emotions in a constructive forms of behavior and can be directed toward a positive goal.

the ability to build relationships interdependensi patterns and be able to maintain a flexible roles.

ability to enrich the skills and understand the potentials and limitations themselves, and to find solutions to its problems in a creative and get approval from others.

the ability to relate effectively with others, are also able to see themselves with others with respect.

the ability to consider and initiate alternatives, the consequences of the perpetrator.

Factors affecting emotional maturity

Emotional maturity is influenced by several factors, both internal (from within oneself) or external factors (outside of yourself), which include:

A good adjustment, the ability to function as a human being can depend on yourself, must be developed gradually and continuously with age and maturity. Each person in his life always changes continuously therefore needed the ability to adapt to the environment around it,

Social atmosphere, the family environment and the communities related to the socialization processes that can shape a person into a mature private.

These factors will influence the individual to express his emotions in daily behavior.

What does it mean to be "emotionally mature"? To some it would mean being stoic – having mastery of your emotions so that you felt only what you wanted to when you wanted to feel it. To others it would be sentimentality – feeling all there is to be felt in any moment to its fullest extent.

Neurologically, there is a high degree of overlap in the neurotransmitters involved.

Physiologically, the bodily reactions of these emotions are highly similar.

Cognitively, for all three thoughts race while predicted outcomes get larger and increasingly negative.

So what happens for the emotionally immature person (not meant as a derogatory description)? Usually they pick one emotion as their problem. That becomes the focal point of their thinking and three smaller emotional struggles become one large, insurmountable struggle.

If the person views them self as an “anxious person,” then all of their dread and insecurity are labeled anxiety. This does two things. First, it makes the strategies for dealing with anxiety (even biblical ones) two-thirds ineffective (assuming equal parts anxiety, dread, and insecurity). Second, it creates a gravity where every unpleasant emotional experience adds to the overwhelming sense of anxiety.

Life Satisfaction

Life Satisfaction is the extent to which individuals' needs are satisfied and the extent to which an individual perceives that satisfaction is stemming from his total situations. Life satisfaction can be defined in terms of “**human needs and the environmental sources of satisfaction of these needs.**” In other words life satisfaction is defined as the attitude people holds towards life. Positive attitude towards life connotes satisfaction and negative attitude connotes dissatisfaction with life.

Life Satisfaction is a broad concept and varies with types of relationships established, age as well as gender. It measures the extent to which an individual is satisfied with his life in relation to environment in which he lives. Life satisfaction is the ultimate goal that we as human beings are striving to achieve our entire lives. It is a complex concept relating to psychological and environmental life conditions.

Life Satisfaction depends upon the following factors:

Personal factors: Need or urges always create tensions in the minds of the individual, as a result the individual become restless and dissatisfied. Personal factors include the satisfaction of the needs (Biological and Psycho-social need) of an individual. Complete satisfaction in life depends largely on the satisfaction of these needs.

Environmental Factors: Environment includes anything and everything that surround us. It is one of the important factors, which influence not only the various psychological traits but also our good social behaviour.

Cribb has defined that “Life Satisfaction is an assessment of the overall conditions of existence as derived from a comparison of one's aspiration to one's actual achievement.”

II. REVIEW OF LITERATURE

- **Farah, Mushtag & K. Bharati Kumari (2003)-** "A study of parental encouragement, academic anxiety and emotional stability of school going Adolescents."² at Ph.D. level studied and got concluded that The correlation values between parental encouragement and academic anxiety are very low. Academic anxiety is negatively correlated with parental encouragement and positively correlated with emotional stability in girls. The correlation values between parental encouragement and academic anxiety is positive in Hindu boys and negatives in Muslim boys. The correlation between academic anxiety and emotional stability is positive and significant in Muslim boys and negative in Hindu boys.

Consistent studies have been conducted on the emotional maturity of the adolescents and adults :-

- **K. Subbarayan & G. Visanathan (2011)** concluded that the sex, community and family type did not play any role in emotional maturity of college students. It also revealed that majority of college students are extremely unstable.
- **Manoharan, R. John Louis and I. Christie Doss (2007)** concluded that emotional maturity of P.G. students is influenced by sex, class and group. The level of emotional maturity of female students is higher than that of the male students.
- **Sheema Aleem (2005)** reported that female students are less emotionally stable as compared to male students.
- **Lakshmi, S. and Krishnamurthy, S. (2011)** reported that the majority of Higher Secondary Students in Coimbatore District are in Emotionally Unstable condition. Deand, G., & Bruton, B.T. (1989) concluded that Emotional maturity is related to better marital adjustment.
- **Sunil Kumar (2014)** discloses that a significant correlation exists between emotional maturity and family relationship. From the review of different sources it was found that no comprehensive study was conducted on the university students and the investigator makes an effort to identify the level of emotional maturity in university students, keeping in view their level of education.
- **Upadhyay, S.K. and Upadhyay, Vikrant. (2003)-** “A Study of Emotional maturity and life satisfaction of Boys and Girls at Secondary level.”¹ at Ph.D. level studied and got concluded that the main finding are:- 1. Boys are significantly emotionally stable than girls. 2. There is no significant difference between boys and girls in academic achievement. 3. There is no significant relationship between emotional maturity and life satisfaction of the students.
- **Prakash, G.N. & Sri Vastava (2004)-** “From Emotional Interlacement to Emotional Literacy”² at Ph.D. level studied and got concluded that People who maintain long term relationships actually live longer than those who are alone understanding and managing emotional resources states understanding and using effective communications skills and the ability to respond to our emotional lives but also to the quality of our physical lives reframing emotional resource states an choiring communication skills as well as other relaxation techniques for monitoring the inner emotional life and for maintain a relationship with our as liver are all the strategies we must the emotionally literate to balance the forces as change in the world. Vikrant Upadhyay & S.K.
- **Upadgyay (2004)-** “A study of emotional maturity and life satisfaction of boys and girls at secondary level”.³ at Ph.D. level studied and got concluded that The main findings are :- 1. Boys are significantly emotionally stable than girls, 2. There is no significant difference between boys and girls in life satisfaction

A Study conducted on life satisfaction :-

Students whose parents had higher income levels were

slightly more likely to be satisfied with their lives. This finding fits with past research which suggests that income is related to satisfaction, but only in a limited way (Diener et al., 1999).

III. STATEMENT OF THE PROBLEM

The current study attempts to investigate the relationship between emotional maturity and life satisfaction among employees.

IV. HYPOTHESIS

Based on the review of literature:

It is expected that there is a relationship between emotional maturity and life satisfaction among employees.

V. METHOD

Sample: The test was administered on 60 employees working in Canara Bank, Chandigarh. The age range was kept 25 to 30 years. Purposive Random sampling was used.

VI. PROCEDURE

Tests and Tools used:

The following standardized tests and tools were used:

Emotional Maturity Scale developed by Yashvir Singh and Mahendra Bhargava (1971) was used. Emotional Maturity Scale is a self reporting five point scale. Items of the scales are in question form demanding information for each in either of the five options those are 1) very much 2) much 3) undecided 4) probably 5) never. The items are so stated that if the answer is in positive a score of 5 is given and if it is answered as much a score of 4 is given, if it is undecided 3 is given, for a probable answer 2 is given and for a negative answer a score of 1 is given. Therefore, the higher the score on the scale, greater the degree of the emotional immaturity and vice versa.

Life satisfaction scale by George Joseph and Dr. Mrs. Promila Singh (1971) was used. It intends to measure the life satisfaction of the employees which include all round activities of the employee. The tool may conveniently be administered to the employees of every level operating in context of industries or other non production organizations. It consists of 35 items, each item is to be rated on the 5 point scale – always, often, sometimes, seldom and never and which are respectively scored as 5, 4, 3, 2, 1. The items relate to the individuals all round activities and thus give a global picture of once life satisfaction level.

Time Taken:

It took a week to carry out the investigation.

Instructions:

The following instructions were given to the sample:

A. For Emotional Maturity Scale: “Below is a list of statements. Please read each statement carefully and rate how frequently you feel or act in the manner described. Circle your answer on the response form. There are no right or wrong answers or trick questions. Please answer each question as honestly as you can.”

B. For Life Satisfaction Scale: “It consists of 35 items, each item is to be rated on the 5 point scale – always, often, sometimes, seldom and never. After deciding the response Please circle the “1” if you strongly disagree that this is like you, the “2” if you somewhat disagree that this is like you, “3” if you neither agree nor disagree that this is like you, the “4” if you somewhat agree that this is like you, and the “5” if you strongly agree that this is like you.”

VII. RESULTS AND DISCUSSION

Statistical Analysis Applied:

Table 1: Showing the intercorrelation between Emotional Maturity and Life Satisfaction for 60 Employees:

TABLE 1 –

Table 1: Shows the calculated intercorrelation value between Emotional Maturity and Life Satisfaction among employees. (N=60)

INTERCORRELATION	Emotional maturity	Life satisfaction
Emotional maturity	-	
Life satisfaction	0.85**	-

*correlation value significant at 0.05= .250

**correlation value significant at 0.01= .325

Discussion

The investigation was carried out to study the relationship between emotional maturity and life satisfaction among employees. Emotional maturity is a personality trait, the result of emotional development and the display of emotion appropriate to one's chronological age. It usually reflects increased emotional adjustment and emotional stability and the attainment of emotional self regulation. Life satisfaction is the way persons evaluate their lives and how they feel about where they are going in the future. It is a measure of well-being and may be assessed in terms of mood, satisfaction with relations with others and with achieved goals, self concepts, and self-perceived ability to cope with daily life. It is having a favorable attitude of one's life as a whole rather than an assessment of current feelings. Life satisfaction has been measured in relation to economic standing, amount of education, experiences, and residence, as well as many other topics. To measure the emotional maturity, Emotional Maturity Scale developed by Yashvir Singh and Mahendra Bhargava was used. Emotional Maturity Scale is a self reporting five point scale. Items of the scales are in question form demanding information for each in either of the five options those are 1) very much 2) much 3) undecided 4) probably 5) never. The items are so stated that if the answer is in positive a score of 5 is given and if it is answered as much a score of 4 is given, if it is undecided 3 is given, for a probable answer 2 is given and for a negative answer a score of 1 is given. Therefore, the higher the score on the scale, greater the degree of the emotional immaturity and vice versa. Life satisfaction scale by George Joseph and Dr. Mrs. Promila Singh was used to conduct the study. It intends to measure the life satisfaction of the employees which include all round

activities of the employee. The tool may conveniently be administered to the employees of every level operating in context of industries or other non production organizations. It consists of 35 items, each item is to be rated on the 5 point scale – always, often, sometimes, seldom and never and which are respectively scored as 5, 4, 3, 2, 1. The items relate to the individuals all round activities and thus give a global picture of once life satisfaction level. The higher the score on the life satisfaction scale, the higher will be the level of life satisfaction. The study was conducted on 100 employees. To find the intercorrelation between emotional maturity and life satisfaction, we have used Statistical Package for the Social Sciences (SPSS) software. The value of intercorrelation came out to be 0.85. df value calculated was 98 (N-2 = 100-2). Table values for df at 0.05 level is 0.087 and at 0.01 level is 0.114. Our calculated value was greater than the table values at both the levels. Hence our results came out to be significant at 0.01 level. Therefore, our hypothesis was accepted that means that those who are emotionally mature are more satisfied with their lives.

Table 1 shows that all the variables have significant and positive relationships at the significance level of 0.01, except the lack of independence. Lack of independence has a significant and positive relationship with recreation time variable at the level 0.05 and with instability, emotional regression, social maladjustment, personal disintegration at the level of 0.01. That is, there is a relationship between emotional maturity and the understanding and life satisfaction. In other words, the deeper the emotional maturity, the more will be the life satisfaction among employees. In this way, financial management and the relationships with the children and the families becomes more logical and they can enjoy more of their recreation times. That is, the family members enjoy more of being with each other. Paying attention to the sexual emotions of the spouse and how he or she feels relax in expressing sexual emotions is among critical issues in sexual relationships and marital satisfaction or even in deciding on having babies or pregnancy prevention. Ethical and religious beliefs which impacts the attitudes, emotions and personal feelings toward religious doings in marital life and, thus, it can be said that religion is an important aspect of a marriage.

The results of the investigation which was carried out to study the relationship between the emotional maturity and life satisfaction indicated that the emotional instability has a significant relationship with all marital variable including understanding and acceptance of the spouse, marital relationship, solving the disagreements, financial management, recreation time, sexual relationships, the relation with the children as well as relatives and the religious beliefs. Also, emotional regression, in addition to its relationship with all the mentioned marital satisfaction, has a significant relationship with the emotional instability. Other variable of emotional maturity which is social maladjustment has relationships with all the marital satisfaction variables as well as emotional instability and emotional regression. Personal disintegration and the lack of independence have significant relationships with all marital satisfaction and emotional maturity variables. Considering the above facts, it might be said that there is a relationship between the

emotional maturity and flexibility, efficiency in decision making, better problem solving, the way of dealing with different difficulties, and physical and mental health. On the other hand, people having higher level of emotional maturity can better manage the internal relationships of the family and help to boost the positive self-image of the family members. As was shown, all the emotional maturity variables have relationships with marital satisfaction. As a result, it can be said that emotional maturity can play a critical role in marital relationship, the way the spouses treat each other and how long marital life lasts.

VIII. EDUCATIONAL IMPLICATIONS

Nature has created so many things like plants, animals and human beings. Man is considered as the best creation of Nature and it is only the education, which makes him best and teaches him the realities of life. Therefore Education, in short can not be better described than by calling it; “The organization of acquired habits of conduct and tendencies to behaviour” The Nation’s interest in training and maintaining the performance and fitness of our teachers continues to be high. The quality of a nation depends in large measures on securing a fair number of well educated, well equipped and contented teachers. Teaching behavior it goes without saying implies not only the transformation of formal knowledge of things but also integrating it with emotional and other human situations.

Keeping in view the findings of the study and limitations of the study, some suggestions are evolved. Which are as follows:

1. It is universally accepted that a teacher is a hologram of whole education system and the personality of a teacher is bound to have a great effect on his/her students. Therefore teacher training institutes should provide a better environment and should try to develop all the positive attributes among the prospective teachers. Emotional Maturity and Life Satisfaction are the key factors for the development of a balanced and wholesome personality.
2. The quality of education should be such that it can attract people to the teaching profession. Talented and well balanced young men and women who can take up their work with zeal, devotion and enthusiasm, fits best. On the other hand discontented fellows who have no interest in their work and who do it haphazardly are a danger to Nation.
3. The system of teacher training in practice has by and large, remained unchanged. It suffers from traditional development and has failed to keep pace with present requirements. Education and training programme should take care of developing needs and should try to develop the life skill in the pupil teachers.
4. The present teacher education programmes in the country are heavily loaded with the theoretical content. It lacks the integration of knowledge with emotional and other human situations. There is strong need of emotional education and emotional training of the pupil teachers.
5. Teaching methods should include proper development of social skills as well the extension classes on Art of Living.

6. The present system of teacher education needs to be changed suitably so that it may be able to inculcate among the trainees - professional, moral, secular, and nationality respected values. This would go in a long way in enabling the pupil teachers to rise above the petty considerations of the society as well as it would lead to greater exposure on part of pupil teachers to their actual working conditions.
7. Education and training programme should be such that it enables the pupil teachers to meet the demands of modern education world. So that they would be able to emerge as confident personalities possessing a high degree of emotional balance and satisfaction level.
8. Self Esteem and Self Worth of the pupil teachers should be taken care of, by the teacher educators. Teacher trainers should not stamp the personality and identity of pupil teachers with emphasis on preordained rules.
9. Teacher education as a sector of education, should receive top most priority at the hands of policy planners. Stress should be on the formation of balanced personalities and desired behaviour.
10. Teacher educators should not be rigid in their thinking and in ways of dealing with pupil teachers Opportunities should be given to them to evaluate their own behaviour and their problems should be discussed.

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