INVESTIGATING THE RELATIONSHIP BETWEEN EMOTIONAL INTELLIGENCE OF THE EXECUTIVES WITH THEIR PERFORMANCE IN SPORTS COMMITTEES IN EAST AZERBAIJAN

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ABSTRACT

The purpose of this study was to investigate the relationship between emotional intelligence of executive authorities with their performance in sports committees in East Azerbaijan. For this purpose, the emotional intelligence was prepared by the vice president of strategic planning and the s trategic supervision of the presidency based on the merits of Goleman in four dimensions: self-awareness, self-management, social awareness and relationship management and performance based on managers' evaluation form. The population of the present study is 185 executive officials of sports committees in East Azarbaijan. The sample size was estimated to be 120 using the Morgon Table and was selected through stratified random sampling. The data collection instruments were two questionnaires of Emotional Intelligence based on Goleman's capabilities network and the performance questionnaire based on the managers' inventory form which is prepared by the vice president of strategic planning and the strategic supervision of the presidency that was delivered to the sample population after evaluating the validity and reliability. Analyzing the data was conducted through SPSS.V.20 software in two descriptive and inferential statistics (Kolmogorov-Smirnov test and r Pearson's correlation). The results indicated that there is a significant relationship between emotional intelligence of the managers and its aspects (awareness, self-management, social awareness and relationship management) at $P \leq 0.05$.

KEYWORDS: emotional intelligence, self-awareness, self-management, social awareness, relationship management, performance

INTRODUCTION

Generally, emotions play an important role in people's lives so that they cause refreshing dreams, memories and perceptions. Excitement is an emotional state of consciousness in which concepts such as happiness, sadness, fear, hatred, love and so on lie. Emotions are feelings that provide vigorous in life and allow us to experience joys and sorrow of life (1).

On the other hand, Extremera and Fernandez believe that man has two minds, thought and feeling that make up the mental life of a person altogether. When emotions are flooding, the balance between the two is disturbed and the emotional mind or the feeling becomes dominant on the rational mind. Hence, the role of emotional intelligence has been focused on by the researchers in everyday life.

Goleman states that emotional intelligence is a talent, skill and a capability that profoundly affects the individual's abilities in order to motivate himself and control his emotions and adjust his relationships with the others. Mayer and Salovey believe that individuals, who enjoy emotional intelligence, are people who can control their emotions. Bar-on also introduces emotional intelligence as a set of abilities, capabilities and skills which helps the individual to cope effectively with the environment and get success in life.

The performance of every individual in any situation he is in indicates his insight to the situation or the particular matter on which he is evaluated. As the emotional intelligence of the individuals indicates the abilities, capabilities and

skills of the individuals in the organization, emotional intelligence can be one of the factors affecting the performance of individuals within the organization. As in any organization, the officials' roles are undeniable as an important factor in guiding the organizations, evaluating the officials' performance in order to determine success in their leadership role to achieve the correct results of the performance evaluation is necessary.

MATERIALS AND METHODS

Regarding the purpose, this study is applied and regarding the method it is a descriptive-correlational research and the statistical population is comprised of all the executive officials of sports committee in East Azerbaijan (N = 185). According to Morgon Table the estimated sample size was 120 individuals which was selected through stratified random sampling. The data collection tools were two questionnaires; Goleman's Emotional Intelligence Questionnaire containing 67 questions based on Goleman's capabilities network in subscales of self-awareness, self-management, social awareness and relationship management and the researcher-made staff performance evaluation questionnaire containing 20 questions the responding scales of which are based on five-item Likert scale. Face validity of the questionnaire was obtained by the experts to be 0.948 and the reliability of the emotional intelligence and performance was obtained to be 0.933 through Cronbach's alpha. Descriptive and inferential statistics were used. Thus, in order to describe the responses, the frequency distribution tables and percentage of the responses were used and the SPSS.V.20 software was used in inferential statistics and in order to test the hypotheses, Kolmogorov-Smirnov test and r Pearson was used to investigate the relationship between emotional intelligence of the executives with their performance in sports committees in East Azerbaijan.

RESULTS

In order to investigate the swignificant relationship between the aspects of emotional intelligence of the executive officials with their performance in the sports committees in East Azerbaijan, r Pearson's test is used. For this purpose, the default test that is the normality of the test data using Kolmogorov-Smirnov at 95% confidence level (our significance level of $\alpha = 0.05$) was investigated for all data and each variable. The results of which are indicated below.

Table 1: Results of normality test of Emotional Intelligence and its dimensions
One-Sample Kolmogorov-Smirnov Test

Variables	Frequency	Kolmogorov-Smirnov statistics	P- value
Emotional intelligence	120	0.572	**0.899**
Self-awareness	120	1.44	**0.061**
Self-management	120	061.	**0.211**
Social awareness	120	1.02	**0.249**
Relationship management	120	0.897	**0.396**

Table 2: The results of the normality of the variable performance of the officials
One-Sample Kolmogorov-Smirnov Test

Variable	Frequency	Kolmogorov-Smirnov statistics	P- value
Performance of the executives	120	1.41	**0.066**

According to the obtained results in Tables 1 and 2 and since the P-value obtained for the tests is greater than our significance level of $\alpha = 0.05$, the assumption of data normality is confirmed and the parametric methods can be used to test the hypotheses, that we will use Pearson correlation coefficient here

The results of hypotheses tests
The null hypothesis: There is no significant relationship between emotional intelligence of the executive officials and their performance in sports committees in East Azerbaijan.

$H0: M1 \neq M2$

The opposite hypothesis: There is a significant relationship between emotional intelligence of the executive officials and their performance in sports committees in East Azerbaijan.

$H1: M1 = M2$

Hypothesis 1
There is a significant relationship between emotional intelligence of the executive officials and their performance in sports committees in East Azerbaijan.

Table 3. R Pearson's correlation coefficient to investigate the relationship between the emotional intelligence and performance of the executive officials in sports committees in East Azerbaijan

Performance	Emotional intelligence	
0.526	1	**Emotional intelligence Pearson correlation**
0.000		**Sig. (2-tailed)**
		N
120	120	
1		**Performance Pearson correlation**
		Sig. (2-tailed)
120		**N**

Hypothesis 2
There is a significant relationship between emotional intelligence self-awareness aspect of the executive officials and their performance in sports committees in East Azerbaijan.

Table 4. R Pearson's correlation coefficient to investigate the relationship between the emotional intelligence and performance self-awareness aspect of the executive officials in sports committees in East Azerbaijan

Performance	Self-awareness aspect of emotional intelligence	
0.238	1	**Self-awareness aspect of emotional intelligence**
0.005		**Pearson correlation**
120	120	**Sig. (2-tailed) N**
1	0.238	**Performance Pearson correlation**
	0.000	**Sig. (2-tailed)**
120	120	**N**

Hypothesis 3

There is a significant relationship between emotional intelligence self-management aspect of the executive officials and their performance in sports committees in East Azerbaijan.

Table 5. R Pearson's correlation coefficient to investigate the relationship between the emotional intelligence and performance self-management aspect of the executive officials in sports committees in East Azerbaijan

Performance	Self-management aspect of emotional intelligence	
0.421	1	**Self-management aspect of emotional intelligence**
0.000		**Pearson correlation**
		Sig. (2-tailed)
120	120	**N**
1	0.421	**Performance Pearson correlation**
	0.000	**Sig. (2-tailed)**
120	120	**N**

Hypothesis 4

There is a significant relationship between emotional intelligence social awareness aspect of the executive officials and their performance in sports committees in East Azerbaijan.

Table 6. R Pearson's correlation coefficient to investigate the relationship between the emotional intelligence and performance social awareness aspect of the executive officials in sports committees in East Azerbaijan

Performance	Social awareness aspect of emotional intelligence	
0.417	1	**Social awareness aspect of emotional intelligence**
0.000		**Pearson correlation**
		Sig. (2-tailed)
120	120	**N**
1	0.417	**Performance Pearson correlation**
	0.000	**Sig. (2-tailed)**
120	120	**N**

Hypothesis 5

There is a significant relationship between emotional intelligence relationship management aspect of the executive officials and their performance in sports committees in East Azerbaijan.

Table 7. R Pearson's correlation coefficient to investigate the relationship between the emotional intelligence and performance relationship management aspect of the executive officials in sports committees in East Azerbaijan

Performance	Relationship management aspect of emotional intelligence	
0.534	1	**Relationship management aspect of emotional intelligence Pearson correlation**
0.000		**Sig. (2-tailed)**
120	120	**N**
1	0.534	**Performance Pearson correlation**
	0.000	**Sig. (2-tailed)**
120	120	**N**

The results of tables 3, 4, 5, 6, 7 indicated that with respect to the significance level of Sig. (2-tailed) = 0.000, which is less than 0.05, and with respect to the R-value of Pearson which were calculated to be respectively as 0.526, 421.238, 417.0, 534.0, 0.0 and as they are greater than 0.174, the Pearson critical value at a confidence level of 0.95 and 136 degree of freedom, thus H1 is confirmed and H0 is rejected. Therefore, the significant relationship between these variables is confirmed. In other words, there is a significant relationship between the emotional intelligence and its aspects (self-awareness, self-management, social awareness, relationship management) and the performance of the executive officials in sports committees in East Azerbaijan.

DISCUSSION AND CONCLUSION

The results of the study indicated that there is a significant relationship between the emotional intelligence and its aspects (self-awareness, self-management, social awareness, relationship management) and the performance of the executive officials in sports committees in East Azerbaijan. This result seems reasonable because the literature of the study reflect the influence of emotional intelligence and its aspects (self-awareness, self-management, social awareness and relationship management) to improve the performance of the managers. According to the results of this study and other studies, it seems that emotional intelligence as a mediator and organizer can improve the performance of the officials. Because it makes it possible for them to adapt with the issues in a wide range and in an effective way. It also seems that the officials who are at a low level of emotional intelligence, need more time to learn how to work effectively in an organization in a coordinating experience. A research conducted by Raeisei et. al. (2005) indicated that there is a positive and significant relationship between the components of emotional intelligence (relationship management, self-management, self-awareness, social awareness and self-motivation) and performance from the perspective of training hospital managers in Kermanshah.

The results of the present study is consistent with the results of the study conducted by Eslami et. al (2010) entitled as investigating the effect of emotional intelligence on the performance of vendors in the Behpakhsh company in Isfahan. The ability to use or generate emotions to facilitate problem-solving has an important role in the efficiency of the group members. In fact Barsad (2000) from Yale School of Management, in a study conducted on emotional recognition, found that spreading positive emotions within the groups, facilitates team collaboration, reduces conflict and improves the efficiency of the group members. Rice (1999), an American specialist in research in the field of human resources, conducted the multifactor scale of emotional intelligence on 164 ordinary employees and 11 leaders of the employees who were working at an insurance company and through this test assessed their emotional intelligence. The correlation between the scores related to the leaders group in the emotional intelligence test were calculated with their performance score which was graded by managers (r=0.51). The correlation was between the average scores of the groups in emotional intelligence tests and managers' grading their performance in providing services to the customers (r=0.46). In this study, the relationship between emotional intelligence and the performance was complex. For example, the leader's higher score of emotional intelligence which was measured through emotional intelligence test, had a negative relationship with the accuracy of managers in dealing with customer complaints (r=0.35), while the scoring performance graded by the group members had a relatively high positive correlation (r=0.58) with the emotional intelligence.

On the other hand, an Australian research team which was led by "Jordan", "Ashanazy", "Hartel" and "Hooper" (1999), investigated the performance of 44 groups during a 9-weeks period. The emotional intelligence of the group members was measured using a self-report scale that was designed based on Mayer and Salovey's model. Researchers, analyzed the performance of the groups that were high or low in emotional intelligence. At the beginning of the study, the performance of the groups that had high emotional intelligence was significantly more than the groups who had low emotional intelligence and at the end of the ninth week, the performance of both groups were at the same level. Therefore, trying to increase emotional intelligence, improves their performance and this is an underlying cause of improving the performance of executive officials in sports committees in East Azerbaijan.

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