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A study of subjective wellbeing in relation to emotional intelligence and locus of control among officers of Haryana Police

Jayant P V Sundaresan
Research Scholar, Manav Rachna International Institute of Research and Studies, Faridabad, Haryana, India
Corresponding author email: jayant.sundaresan@gmail.com

Prof. (Dr.) Chavi Bhargava Sharma
Former Executive Director and Dean, Faculty of Behavioral and Social Sciences, Manav Rachna International Institute of Research and Studies, Faridabad, Haryana, India

***Abstract*---**A study was conducted on 967 police personnel of Haryana Police at Faridabad where three questionnaires were answered by them pertaining to Subjective Well-Being, Emotional Intelligence and Locus of Control. The results indicated that there was a significant correlation between Wellbeing and Emotional Intelligence, r = .729, p < .01, there was a significant correlation between Wellbeing and Internal Locus of Control, r = .299, p < .01 and there was a significant correlation between Wellbeing and External Locus of Control, r = .288, p < .01. With respect to the demographic of age, there is a non significant correlation between Age and Wellbeing of r = -0.44 (p = n.s.), there is a non significant correlation between Age and Emotional Intelligence of r = .030 (p = .360), there is a non significant correlation between Age and Internal Locus of Control of r = -.029 (p = n.s.) and there is a non significant correlation between Age and External Locus of Control of r = -.009 (p = n.s.). On Gender, no significant difference was found across variables. Across types of schooling, both Emotional Intelligence and Well-Being were found to be significant higher in Urban schooling as compared to Rural schooling. Internal Locus of Control was found to be significant across Education level. Finally, using hierarchical multiple regression, three models were tested of which the third model which used the predictors of Emotional Intelligence, Internal Locus of Control and External Locus of Control was found to be the best fit to predict Well-Being.

***Keywords*---**emotional intelligence, police, subjective wellbeing.

Introduction

Vincente-Galindo et al, (2006) in their study found that emotional intelligence was significantly related to wellbeing amongst priests. They study went on to say that training in emotional intelligence reduces both emotional problems and physical health issues. FeiziManesh et.al, (2014) in their research looked at how our environment contains different factors that impact our health such as psychological factors, social factors and physical factors. Their findings show a significant correlation between self efficacy and emotional intelligence. Mohapatra and Gupta (2010) in their study found that internal locus of control as significantly correlated with some of the aspects of emotional intelligence particularly with using emotions, the person's social skills and in managing their own emotions.

Our work is central to our existence and identity, particularly in India where working in the police force is not an easy work to do especially with reference to their long working hours, the high level of risk associated with their assignments and the regimentalized hierarchical system which is in place. Police personnel are exposed to a variety of experiences which include indifference, cruelty and violence. This requires them to be more hardy and resilent as compared to the typical regular run of the mill layperson. While there have been many studies that have been conducted on the topics of emotional intelligence, locus of control and well being, they have not been conducted of police personnel. This study is has been conducted on personnel of Haryana Police in the district of Faridabad and is a study on the impact of emotional intelligence and locus of control on well being.

Method

Sample

The study was conducted upon the Haryana Police personnel based at Faridabad district, comprising of 967 personnel of different ranks.

Tools

Three tools were administered upon the subjects. These were the Trait Emotional Intelligence Questionnaire to measure emotional intelligence, the Work Locus of Control scale by Paul E. Spector to measure both internal and external locus of control and the Psychological Well-being scale by Carol Ryff to measure psychological well-being.

Results

Descriptive Statistics

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	104	10.8	10.8	10.8
	Male	863	89.2	89.2	100.0

	Total	967	100.0	100.0	

With reference to Gender, as can be seen from the table above, the total sample size is 967 people, of which 104 are female and 863 are ale which brings us to a total of 967. It translates into approximately 11 percent of the sample is female and 89 percent of the sample is male.

Marital Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Married	750	77.6	77.6	77.6
	Other	3	.3	.3	77.9
	Unmarried	214	22.1	22.1	100.0
	Total	967	100.0	100.0	

With reference to Marital Status, as can be seen from the table above, of the total sample size of 967 people, 750 are married and 214 are unmarried. It translates into approximately 78 percent of the sample is married and 22 percent is unmarried.

Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	10+2	298	30.8	30.8	30.8
	Graduate	433	44.8	44.8	75.6
	Other	84	8.7	8.7	84.3
	Post Graduate	152	15.7	15.7	100.0
	Total	967	100.0	100.0	

With reference to Education, as can be seen from the table above, of the total sample size of 967 people, 298 are class 12th school graduates, 433 are college graduates, 152 are post graduates and 84 have chosen Other as their education. It translates into approximately 31 percent of the sample are school graduates, 45 percent are college graduates, 16 percent are post graduates and approximately 9 percent are Other as their education.

Schooling

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Rural	783	81.0	81.0	81.0
	Urban	184	19.0	19.0	100.0
	Total	967	100.0	100.0	

With reference to Schooling location, as can be seen from the table above, of the total sample size of 967 people, 783 are rural educated and 184 are urban

educated. This translates into 81 percent of the sample are rural educated and 19 percent are urban educated.

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
WB	967	39	108	74.51	10.097	.300	.079	-.283	.157
EI	967	95	203	135.91	20.003	.736	.079	-.388	.157
INTLOC	967	4	24	18.82	4.040	-1.206	.079	1.988	.157
EXTLOC	967	4	24	13.32	5.419	.148	.079	-.719	.157
Age	953	20	57	34.31	8.751	.655	.079	-.527	.158
NoOFchildren	967	0	23	1.46	1.581	5.161	.079	63.903	.157
NoOFsiblings	955	0	34	2.88	2.164	3.584	.079	43.985	.158
NoOFfamily	966	1	87	5.47	3.386	15.023	.079	349.690	.157
Valid N (listwise)	940								

With reference to the Descriptive Statistics of the data, as can be seen from the table above, it shows us the data for Wellbeing (WB), Emotional Intelligence (EI), Internal Locus of Control (INTLOC), External Locus of Control (EXTLOC) and demographic details such as Age, Number of Children, Number of Siblings and Number of Family.

For Wellbeing, the total number of respondents is 967, the minimum score is 39, the maximum score is 108, the mean is 74.51 and the standard deviation is 10.097. With regard to skewness, the score is .300 with a standard error of .079. With regard to kurtosis, the score is -.283 and the standard error is .157. For Emotional Intelligence, the total number of respondents is 967, the minimum score is 95, the maximum score is 203, the mean is 135.91 and the standard deviation is 20.003. With regard to skewness, the score is .736 with a standard error of .079. With regard to kurtosis, the score is -.388 and the standard error is .157.

For Internal Locus of Control, the total number of respondents is 967, the minimum score is 4, the maximum score is 24, the mean is 18.82 and the standard deviation is 4.040. With regard to skewness, the score is -1.206 with a standard error of .079. With regard to kurtosis, the score is 1.988 and the standard error is .157. For External Locus of Control, the total number of respondents is 967, the minimum score is 4, the maximum score is 24, the mean is 13.32 and the standard deviation is 5.419. With regard to skewness, the score is .148 with a standard error of .079. With regard to kurtosis, the score is -.719 and the standard error is .157.

For Age, the total number of respondents is 953, the minimum score is 20, the maximum score is 57, the mean is 34.31 and the standard deviation is 8.751. With regard to skewness, the score is .655 with a standard error of .079. With regard to kurtosis, the score is -.527 and the standard error is .158. For Number of Children, the total number of respondents is 967, the minimum score is 0, the maximum score is 23, the mean is 1.46 and the standard deviation is 1.581. With

regard to skewness, the score is 5.161 with a standard error of .079. With regard to kurtosis, the score is 63.903 and the standard error is .157.

For Number of Siblings, the total number of respondents is 955, the minimum score is 0, the maximum score is 34, the mean is 2.88 and the standard deviation is 2.164. With regard to skewness, the score is 3.584 with a standard error of .079. With regard to kurtosis, the score is 43.985 and the standard error is .158.
For Number of Family, the total number of respondents is 966, the minimum score is 1, the maximum score is 87, the mean is 5.47 and the standard deviation is 3.386. With regard to skewness, the score is 15.023 with a standard error of .079. With regard to kurtosis, the score is 349.690 and the standard error is .157.

Correlations

		WB	EI	INTLOC	EXTLOC
WB	Pearson Correlation	1	.729**	.299**	.288**
	Sig. (2-tailed)		.000	.000	.000
	N	967	967	967	967
EI	Pearson Correlation	.729**	1	.234**	.375**
	Sig. (2-tailed)	.000		.000	.000
	N	967	967	967	967
INTLOC	Pearson Correlation	.299**	.234**	1	-.234**
	Sig. (2-tailed)	.000	.000		.000
	N	967	967	967	967
EXTLOC	Pearson Correlation	.288**	.375**	-.234**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	967	967	967	967

Correlations

**. Correlation is significant at the 0.01 level (2-tailed).

As can be seen from the above table, there is a significant correlation between Wellbeing and Emotional Intelligence, r = .729, p < .01. There is a significant correlation between Wellbeing and Internal Locus of Control, r = .299, p < .01. There is a significant correlation between Wellbeing and External Locus of Control, r = .288, p < .01. These are significant at the 0.01 level as can be seen from the double asterix indicated at the top right corner after each score.

Correlations

		WB	EI	INTLOC	EXTLOC	Age
WB	Pearson Correlation	1	.729**	.299**	.288**	-.044
	Sig. (2-tailed)		.000	.000	.000	.173
	N	967	967	967	967	953
EI	Pearson Correlation	.729**	1	.234**	.375**	.030
	Sig. (2-tailed)	.000		.000	.000	.360
	N	967	967	967	967	953
INTLOC	Pearson Correlation	.299**	.234**	1	-.234**	-.029

	Sig. (2-tailed)	.000	.000		.000	.374
	N	967	967	967	967	953
EXTLOC	Pearson Correlation	.288**	.375**	-.234**	1	-.009
	Sig. (2-tailed)	.000	.000	.000		.776
	N	967	967	967	967	953
Age	Pearson Correlation	-.044	.030	-.029	-.009	1
	Sig. (2-tailed)	.173	.360	.374	.776	
	N	953	953	953	953	953

**. Correlation is significant at the 0.01 level (2-tailed).

As can be seen from the above table, there is a non significant correlation between Age and Wellbeing of r= -0.44 (p = n.s.). There is a non significant correlation between Age and Emotional Intelligence of r = .030 (p = .360). There is a non significant correlation between Age and Internal Locus of Control of r = -.029 (p = n.s.). There is a non significant correlation between Age and External Locus of Control of r = -.009 (p = n.s.).

Hierarchical Multiple Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	EI[b]	.	Enter
2	INTLOC[b]	.	Enter
3	EXTLOC[b]	.	Enter

a. Dependent Variable: WB
b. All requested variables entered.

The above are the three variables that were entered one by one, starting with Emotional Intelligence, then adding Internal Locus of Control and then finally adding External Locus of Control.

Model Summary[d]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.729[a]	.531	.530	6.920	.531	1091.884	1	965	.000
2	.741[b]	.548	.547	6.792	.018	37.488	1	964	.000
3	.744[c]	.553	.552	6.761	.005	9.879	1	963	.002

a. Predictors: (Constant), EI
b. Predictors: (Constant), EI, INTLOC
c. Predictors: (Constant), EI, INTLOC, EXTLOC
d. Dependent Variable: WB

As can be seen from the table above, the R Square is maximum in the 3rd Model. The 3rd Model shows that 55.3 percent is explained by the model and this is a good percentage.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	52280.531	1	52280.531	1091.884	.000[b]
	Residual	46205.175	965	47.881		
	Total	98485.706	966			
2	Regression	54010.105	2	27005.052	585.329	.000[c]
	Residual	44475.601	964	46.137		
	Total	98485.706	966			
3	Regression	54461.729	3	18153.910	397.107	.000[d]
	Residual	44023.977	963	45.715		
	Total	98485.706	966			

a. Dependent Variable: WB
b. Predictors: (Constant), EI
c. Predictors: (Constant), EI, INTLOC
d. Predictors: (Constant), EI, INTLOC, EXTLOC

As can be seen from the Anova table above, the Anova is significant for the 3rd Model. It also indicates to us that all three predictor variables are significant individually and not that only one particular predictor variable one is significant.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	24.521	1.529		16.038	.000		
	EI	.368	.011	.729	33.044	.000	1.000	1.000
2	(Constant)	20.295	1.652		12.285	.000		
	EI	.352	.011	.697	31.300	.000	.945	1.058
	INTLOC	.341	.056	.136	6.123	.000	.945	1.058
3	(Constant)	19.541	1.662		11.759	.000		
	EI	.334	.013	.661	26.585	.000	.750	1.333
	INTLOC	.407	.059	.163	6.867	.000	.825	1.212
	EXTLOC	.146	.046	.078	3.143	.002	.750	1.333

a. Dependent Variable: WB

As can be seen from the above table, the Variance Inflation Factor (VIF) value is below 4 and the Tolerance value is greater than 0.25 which indicates to us that multicollinearity is not present in the data collected in terms of the predictor variables and the dependent variable.

Multiple regression analysis was used to test of the three predictors significantly predicted the dependent variable. The results of the regression indicated that the three predictors explained 55.3% of the variance (R^2 =.553, $F(3, 966)=397.107$, $p<.01$). It was found that Emotional Intelligence significantly predicted Well Being

(β=.661, p<.001), as did Internal Locus of Control (β=.163, p<.01) and External Locus of Control (β=.078.p<.01)

Discussion

The benefits of emotional intelligence training have been found to clearly reduce both emotional problems and also physical problems (Vincente-Galindo et al, 2006). In addition, building emotional intelligence also increases self efficacy in the individual (FeiziManesh et al, 2014). Mohapatra and Gupta (2010) in their study found that internal locus of control as significantly correlated with some of the aspects of emotional intelligence particularly with using emotions, the person's social skills and in managing their own emotions. Therefore paying attention to developing the emotional intelligence of the individual would have benefits to the well being of the personnel.

The results show that the three predictors of Emotional Intelligence, Internal Locus of Control and External Locus of Control have significantly predicted WellBeing. This is supported by the study done at the organization Hero Honda Motor. In the study conducted in 2006, the relationship between emotional intelligence, locus of control and subjective wellbeing was studied across 150 employees of the company. The results of the study showed a significant correlation between both locus of control and emotional intelligence with subjective well being. (Kulshreshtha and Sen, 2006)

Conclusion

Based on the results and findings, we can reach the conclusion that subjective well being is influenced by emotional intelligence, and both internal and external locus of control. Therefore it would be prudent to build the capacity in the personnel of both emotional intelligence and locus of control. This capacity can be built through coaching, mentoring and training sessions in congruence with applied oriented hand on practical sessions. They will in turn contribute to boosting the subjective well being of the men and women in uniform.

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