

A Correlational Study of Emotional Intelligence and Workplace Environment

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Abstract: Emotional intelligence and workplace environment are important factors in understanding employees' experiences at work. Emotional intelligence refers to the ability to understand, manage, and use emotions effectively. Workplace environment refers to the physical, social, psychological, and organizational conditions in which employees work. The present study aims to examine the relationship between emotional intelligence and workplace environment among working adults. A quantitative, nonexperimental correlational research design is proposed. Working adults will be selected as participants, and standardized questionnaires will be used to measure emotional intelligence and workplace environment. Pearson's product-moment correlation will be used to determine the relationship between the two variables. It is expected that emotional intelligence will be positively related to workplace environment.

Previous research suggests that emotional intelligence is associated with interpersonal relationships, job satisfaction, leadership, and other work-related outcomes. Research on psychological climate also suggests that employees' perceptions of their work environment are related to motivation, attitudes, and performance. The present study may help researchers and organizations understand whether emotional abilities are associated with employees' perceptions of their workplace. The findings may also be useful for employee development and improving workplace relationships.

Keywords: Emotional intelligence, workplace environment, employees, psychological climate, correlational study.

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Introduction

The workplace is an important part of people's daily lives. Employees spend a large amount of time at work and interact with supervisors, coworkers, customers, and other people. Therefore, the workplace is not only a place where employees complete their duties. It is also a social and psychological environment that can influence how employees feel and behave.

A positive workplace environment may include supportive supervisors, good communication, cooperation, respect, fair treatment, suitable physical conditions, and healthy relationships. A negative workplace environment may involve conflict, poor communication, lack of support, excessive work pressure, and unsafe or uncomfortable conditions. Research on psychological climate has shown that employees' perceptions of their work environment are related to work attitudes, motivation, and performance (Parker et al., 2003).

Individual characteristics may also influence employees' experiences at work. One such characteristic is emotional intelligence. Emotional intelligence has become an important topic in psychology because emotions influence communication, decision-making, relationships, and behavior.

Emotional Intelligence

The concept of emotional intelligence was introduced into modern psychological research by Salovey and Mayer (1990). They described emotional intelligence as the ability to understand

and use emotional information. Emotional intelligence includes recognizing emotions, understanding emotional experiences, and managing emotions effectively.

Mayer et al. (2008) explained emotional intelligence as a set of abilities involving the perception, use, understanding, and regulation of emotions. These abilities may help individuals deal with different social and emotional situations.

Emotional intelligence may be especially useful in the workplace. Employees often experience stressful situations, disagreements, criticism, deadlines, and changes in work responsibilities. Employees who can understand and regulate their emotions may be better able to respond to these situations calmly and constructively.

Emotional intelligence may also help employees understand the emotions of other people. For example, an employee who can recognize that a coworker is upset may respond with empathy and support. Such responses can contribute to better communication and interpersonal relationships.

Previous research has linked emotional intelligence with several workplace outcomes. Zeidner et al. (2004) reviewed research on emotional intelligence in occupational settings and discussed its possible relationship with job performance, job satisfaction, interpersonal relationships, and career outcomes.

Workplace Environment

Workplace environment includes the conditions in which employees perform their work. These conditions may be physical, social, psychological, or organizational.

The physical environment includes factors such as workspace, lighting, noise, equipment, and safety. The social environment includes relationships with coworkers and supervisors. The psychological environment includes feelings of respect, support, fairness, trust, and security.

In organizational psychology, employees' perceptions of their workplace are often studied through the concept of psychological climate. Parker et al. (2003) found that psychological climate was related to employee attitudes, motivation, and performance.

Importantly, employees working in the same organization may not experience the workplace in exactly the same way. Individual differences may influence how people understand and respond to workplace conditions. Emotional intelligence may therefore be one factor associated with employees' perceptions of their work environment.

Relationship between Emotional Intelligence and Workplace Environment

Emotional intelligence may influence workplace experiences through communication and interpersonal relationships. Employees with greater emotional awareness may understand their own reactions and communicate more effectively with others. They may also be better able to manage disagreements and stressful situations.

Research has provided some support for a relationship between emotional intelligence and work climate. For example, Momeni (2009) reported a positive relationship between managers' emotional intelligence and the organizational climate they created. More recent research has also reported positive associations between emotional intelligence and work climate.

These findings provide a basis for examining emotional intelligence and workplace environment together. However, the relationship should not be considered causal. Workplace environment can also influence employees' emotions, and many organizational factors may affect both variables.

Need for the Study

Organizations are increasingly concerned with employee well-being, communication, teamwork, job satisfaction, and healthy working conditions. Understanding the psychological factors associated with a positive workplace may help organizations develop better employee-support programs.

Emotional intelligence may be one such factor because employees regularly need to manage their own emotions and respond to the emotions of others. Therefore, examining the relationship between emotional intelligence and workplace environment may provide useful information for organizational psychology and human resource practices.

Objectives

The objectives of the present study are:

1. To assess the level of emotional intelligence among working adults.

2. To assess employees' perceptions of their workplace environment.
3. To examine the relationship between emotional intelligence and workplace environment.
4. To determine whether the relationship between the two variables is statistically significant.

Hypotheses

- **H1:** There will be a significant positive relationship between emotional intelligence and workplace environment among working adults.

Method

Research Design

The study will use a quantitative, nonexperimental correlational research design.

Participants

Participants will be working adults aged 18 years and above. Participants may be selected from different occupational backgrounds.

Participation will be voluntary. Participants will be informed about the purpose of the research and their right to withdraw from the study.

Tools

Emotional intelligence will be measured using a standardized and validated emotional intelligence questionnaire. The selected scale should provide a clear scoring system and evidence of reliability and validity for the population being studied.

Workplace environment will be measured using a standardized workplace-environment or organizational-climate questionnaire. The measure may assess areas such as communication, teamwork, supervisory support, interpersonal relationships, and psychological working conditions.

Discussion

The present study aims to examine the relationship between emotional intelligence and workplace environment among working adults. It is expected that employees with higher emotional intelligence will report more positive perceptions of their workplace environment.

A positive relationship may be explained by the role of emotional intelligence in communication and interpersonal relationships. Employees who can understand and regulate their emotions may be better able to deal with workplace stress and conflict. They may also be more capable of understanding the emotions of coworkers and supervisors.

The expected relationship is consistent with previous research. Momeni (2009) found a positive relationship between managers' emotional intelligence and organizational climate. Similarly, Parker et al. (2003) found that employees' perceptions of psychological climate were related to important work outcomes.

However, emotional intelligence should not be considered the only factor affecting workplace environment. Leadership, workload, organizational policies, salary, job security, physical

conditions, and relationships with coworkers can also influence employees' experiences.

Because the proposed study is correlational, a significant relationship would not mean that emotional intelligence causes a positive workplace environment. It would only indicate that the two variables are associated.

Practical Implications

The study may have useful implications for organizations. If a positive relationship is found, organizations may consider including emotional-awareness, communication, empathy, and emotion-regulation skills in employee-development programs.

Managers may also benefit from emotional-intelligence training because their behavior can influence communication and workplace climate. However, organizations should not place responsibility for workplace problems only on employees. Organizational policies and working conditions must also be addressed.

Limitations

The study may have several limitations. First, a correlational design cannot establish cause and effect. Second, self-report questionnaires may be affected by social desirability or response bias. Third, convenience sampling may limit the generalizability of the findings. Fourth, workplace conditions can differ across occupations and organizations. Finally, different emotional-intelligence measures use different definitions and scoring methods, which may influence findings.

Conclusion

The present study focuses on the relationship between emotional intelligence and workplace environment among working adults. Emotional intelligence may help employees understand and regulate their emotions and manage relationships with others. Workplace environment includes the physical, social, psychological, and organizational conditions experienced by employees.

Previous research provides a basis for expecting a positive relationship between emotional intelligence and workplace

environment. A correlational study can help determine whether this relationship exists in the selected population. The findings may contribute to organizational psychology and may be useful for employee development, leadership training, communication, and workplace improvement.

However, emotional intelligence should be considered one of several factors that influence workplace experiences. A healthy workplace also requires supportive leadership, fair policies, good communication, reasonable work demands, and appropriate organizational resources.

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