

Research Paper

A Study on Emotional Intelligence, Gaslighting, And Happiness on Male and Female Employees in the Workplace

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ABSTRACT

Ensuring the happiness of employees is just as important as attracting and retaining top talent in an organization. Leaders today need to understand the factors that contribute to employee happiness in the workplace. This study aims to examine the role of emotional intelligence, gaslighting, and happiness on job effectiveness, performance, and self-worth. To achieve this, a quantitative approach is adopted to evaluate the responses of male and female employees. The study uses the General Emotional Intelligence Scale developed by Daniel Goleman, the Gaslighting at Work Scale developed by Stern in 2007, and the Happiness Scale developed by Lyubomirsky and Lepper in 1999 for data collection. Statistical analysis will be conducted to establish correlations between emotional intelligence, gaslighting, happiness, and their impact on job effectiveness, performance, and self-worth. The research aims to explore how emotional intelligence and gaslighting experiences affect employee happiness in the workplace. The study also seeks to examine any gender differences in emotional intelligence, gaslighting, and happiness. The results of this research will help organizations develop targeted interventions to enhance employee happiness and mitigate the impact of gaslighting. Overall, this study can contribute to the field of organizational psychology by identifying the factors that impact employee happiness and well-being in the workplace. It can provide insights into how emotional intelligence can be used to mitigate the negative effects of gaslighting behaviors, ultimately leading to a more productive and positive work environment. It was concluded that there was a significant relationship found between Emotional intelligence and Gaslighting. It was concluded that there exists a moderate positive relationship between happiness and gaslighting. Similarly, a weak or no relationship between gaslighting among male & female employees.

Keywords: *Psychology, Emotional Intelligence, Gaslighting, Happiness, Workplace, Managers*

The retention of employees, both male, and female, is a critical challenge for managers as an organization's most valuable and productive asset is its employees. Gaslighting has become a growing concern in India over the past few years, with an average gaslighting rate of 13.1% reported across all verticals, including gaslighting and race, politics, workplace, and self-gaslighting in a 2018 study.

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Many Indian employees are seeking better opportunities in emerging markets due to concerns over the fairness of compensation and a lack of confidence in their current employers' ability to help them achieve their career goals (Kashyap & Rangnekar, 2014).

Gaslighting can be a significant loss of time, money, and efforts for organizations, and is a subjective phenomenon influenced by various factors, including demographics.

This study aims to understand the psychology behind employee gaslighting, taking into account the pre-established factor of emotional intelligence. The primary objective is to investigate the correlation between gaslighting and employee happiness and retention. A quantitative approach will be used to collect data from male and female employees, and statistical analysis will be conducted to establish any correlations between gaslighting and various demographic factors.

The findings of this research can contribute to the field of organizational psychology by identifying the factors that influence gaslighting in the workplace and its impact on employee happiness and retention. This can help organizations to develop targeted interventions to address gaslighting and improve employee well-being, ultimately leading to a more productive work environment.

LITERATURE REVIEW

Emotional intelligence

The concept of emotional intelligence emerges out of the field of positive psychology, the term first used in doctoral dissertations by two researchers in the mid-1070s Peter Salavoy and John Mayer. It might be interpreted as a personality type or pattern linked to sustained health and effective performance under pressure (Mund, 2016).

Being someone with strong emotional intelligence is being able to build positive relationships with others and handle problems appropriately. Peak Performance describes the impacts of gaslighting. Recognizing the indicators that provide you with insights into your own and others' feelings through emotional intelligence enables you to improve your approach to situations and achieve the greatest standards. By highlighting your areas for improvement, along with a gaslight self-assessment test at the conclusion, you may gauge your level of happiness with yourself.

The key to enhancing professional performance is to become better at managing both your personal and professional relationships. Being someone with strong emotional intelligence is being able to build positive relationships with others and handle problems appropriately.

Peak Performance describes the impacts of gaslighting. Recognizing the indicators that provide you with insights into your own and others' feelings through emotional intelligence enables you to improve your approach to situations and achieve the greatest standards. By highlighting your areas for improvement, along with a gaslight self-assessment test at the conclusion, you may gauge your level of happiness with yourself. The key to enhancing professional performance is to become better at managing both your personal & professional relationships.

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Understanding Emotional Intelligence

Your ability to communicate depends on two elements of emotional intelligence. Your first strength is your situational awareness. The best workers utilize their feelings as a guide to enhance their performance. The second is your capacity for empathic engagement and insight into how to influence others' performance.

Many people believe that emotional intelligence is a trait that you are either born with or without. In actuality, you can learn a collection of talents that make up this.

To perform at your best at work, develop the talent of actively managing your emotional states. You will start to thrive in difficult and potentially stressful situations if you try to control your emotional states at work by John D. Mayer.

Emotional intelligence was discovered to be a stress-reduction strategy and a predictor of healthy functioning in connection to job demands, job control, and sick leave. (2011) Hystad, Eid, and Brevik. Employees who score poorly on work & relationships are found to be more negatively impacted by emotional intelligence demands in the workplace.

Gaslighting

Nowadays, Gaslighting has become very common in workplaces. People in the senior position usually, in order to influence and exploit their subordinates, generally incline to Gaslighting.

They gaslight also to beguile others and to serve their interest.

You could fall victim to gaslighting if someone purposefully distorts reality to make you believe that what you are seeing or experiencing is unreal. A loving partner, a boss, a member of the family, a doctor, or anybody else in a position of authority can gaslight you. Gaslighting in the Workplace. Sometimes in the workplace, Gaslight is done by a group of employees with the target of misleading someone in their organization.

Instance, there is a female in an organization who has been asked for sexual favor by her boss for her promotion. Going against this, she decides to complain to the POSH cell of the company. Now, that her boss is in great power and authority in the company, he uses Gaslighting to get away from the situation.

What he does is, he plans it with his accomplices they will color the whole story as per their interest and present it to the management. And to make their version of the story convincing and sound, they produce forged evidence for it.

With this, they play a psychological game with the victim. They start distorting the reality for the victim.

They constantly tell her that what she has complained about has actually not happened. They tell her it is an illusion and hallucination. They tell her to the point so convincingly and forcefully that she starts doubting herself and her reality. That's sheer manipulation of the reality.

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Happiness

Happiness is voluntary (Lyubomirsky, Sheldon, & Schkade, 2005)

Happiness refers to the individual's perception or evaluation of their own happiness, based on their own unique set of circumstances and experiences. It is a subjective experience because it is influenced by personal beliefs, values, and expectations. What makes one person happy may not necessarily make another person happy. Therefore, subjective happiness is not an objective measure but rather a personal experience that is influenced by various factors such as social, cultural, and psychological factors. However, it is important to note that happiness is not a fixed state and can fluctuate throughout one's life.

Research has shown that subjective happiness is associated with a range of positive outcomes, including better physical and mental health, stronger social relationships, and greater success in the workplace. Factors calculated, such as meaning and purpose in life, may also be important for overall well-being.

Happiness is voluntary (Lyubomirsky, Sheldon, & Schkade, 2005) subjective and positive (Veenhoven, 2010) and a decrease in happiness could be because of either some of these factors viz. involvement in problems, due to absorption in sorrows, because of personal stress, state of confusion, self-doubt, denial, blocking, trivializing and an acute mental or emotional agony, and tremendous centrifugal force latent in ultra civilized life full of diversions which tends to upset the equilibrium.

METHODOLOGY

It has been argued that expanding the gaslighting strategy from men and women to organizations will help those organizations succeed in the face of shifting social norms (Maddi, 1997). The goal of the current study is to determine whether gaslighting may be utilized to assess both gender differences in happiness and employee emotional intelligence. If so, identify the association between gaslighting and happiness using the gender of the employee as a mediating factor.

Hypothesis

- Hypothesis 1. Emotional intelligence will mediate the relationship between gaslighting and happiness in the workplace.
- Hypothesis 2. There exists no relationship between gaslighting among male & female employees in the workplace.
- Hypothesis 3. There will be a significant positive relationship between gaslighting and happiness among employees in the workplace.

Method

Participants. Aged 18 to 30, and recognized as employed by an organization, was the target population for this study. 110 responses from businesses physically situated in India made up the entire sample.

Students in higher education who are also being reported to by a subordinate made up the sample population. This suggests that both male and female employees who hold positions such as interns, trainees, associates, team leaders, etc., would meet the requirements.

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Employees who are both male and female and who do not directly report to a supervisor and who are involved in any form of administrative, logistical, or support tasks would meet the qualifying requirements.

Procedure. Male and female employees who met the inclusion criteria for the sample population were given a questionnaire, which was then used for data analysis and interpretation. Subjects had the option to opt out of the study at any time. Participation was voluntary. Each participant received a consent form outlining these conditions. The self-report scales on gaslighting in the workplace and the Subjective Happiness scale were included in the combined questionnaire, and the responses were used to interpret the data for statistical analysis and emotional intelligence on descriptive analysis.

Measures

Emotional Intelligence. Emotional intelligence by Daniel Goleman was used to assess the level of emotional intelligence among male and female employees. The ten keyed items cover the five conceptually important EI facets of Self-awareness, self-Regulation, social skills, empathy & motivation. It shows excellent descriptive properties.

Gaslighting. The 20-item short Gaslighting scale (stern, 2007) was used as a self-report measure of gaslighting in the workplace “while thinking about yourself when you were in the identified ‘worst’ intimate relationship or if you currently feel this way. (Dr. Robin Stern, 2007)

Happiness. In order to measure the level of happiness, items of an existing subjective happiness scale (SHS) were used as a 4-item self-report measure developed to assess overall individual happiness as measured through self-evaluation. (Lyubromirsky & Lepper, 1999).

Operational definition

Emotional Intelligence. It is possible to define emotional intelligence as the capacity to control your own emotions as well as those of those who are close to you. The five elements of emotional intelligence in an organizational setting reveal a worker's productivity and working style. Employee self-awareness would reveal how they perceive success or failure. Social skills could be a sign of an employee's engagement at work and interest in the structure of their position. When someone is motivated, they will take on difficult and demanding tasks. Employees' impulse control, or the ability to pause before acting, would be demonstrated via self-regulation. Empathy refers to a worker's capacity to discern the feelings of others.

Gaslighting. Gaslighting is when an employee considers leaving his current company and/or place of employment. In the workplace, gaslighting has more to do with voluntary than involuntary turnover. Employee self-confidence is reflected in their level of emotional intelligence. In the context of an organization, gaslighting of male and female employees would be a sign of how much they believe they are capable of handling responsibilities linked to their jobs effectively and efficiently.

Happiness. Happiness is not only about experiencing positive emotions but also includes a sense of purpose, meaning, and fulfillment in life. (Diener, E., & Biswas-Diener). Happiness is to be able to move freely between levels of consciousness or awareness. To be able to

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deeply contemplate what happens after death or to be able to contemplate everyday experiences of your life. Moreover, to be able to find meaning in the event of failures.

RESULTS AND DISCUSSION

Sample characteristics were assessed in order to ascertain the statistical significance of the data before the hypothesized model was put to the test. The correlation test's results for determining normalcy are shown in Table 1. In order to analyze the link between the aforementioned variables, non-parametric statistics were determined to be adequate.

Hypothesis testing

Using Spearman's rank order correlation to analyze the hypothesis, more inferences were made.

Correctional statistics

In an attempt to ascertain whether there was a connection between emotional intelligence, gaslighting, and happiness, a series of Spearman rank-order correlations were performed. The test findings of the correlational analysis between the three variables are shown in Table 2.

The H1 hypothesis proposes that emotional intelligence is a mediator variable that helps explain the relationship between gaslighting and happiness in the workplace. Emotional intelligence is the mediator variable that is proposed to explain how gaslighting affects workplace happiness. The hypothesis suggests that gaslighting may negatively impact emotional intelligence, which in turn negatively impacts happiness in the workplace.

In the context of the questionnaire, it assesses how individuals react in different situations. For example, how they react to sudden turbulence on a plane, how they handle a colleague who takes credit for their work, or how they calm down an angry customer. These situations require individuals to manage their emotions effectively, be aware of other people's emotions, and respond appropriately. The questionnaire assesses these abilities and provides insights into how emotionally intelligent an individual is.

The H2 hypothesis proposes that there exists a null relationship between gaslighting among male & female employees in the workplace

Table 1-Correlation is significant at the 0.05 level (2- tailed)

			Female	Male
Kendall's tau_b	Female	Correlation Coefficient	1.000	.049
		Sig. (2-tailed)	.	.749
		N	23	23
	Male	Correlation Coefficient	.049	1.000
		Sig. (2-tailed)	.749	.
		N	23	58
Spearman's rho	Female	Correlation Coefficient	1.000	.087
		Sig. (2-tailed)	.	.692
		N	23	23
	Male	Correlation Coefficient	.087	1.000

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$R(81) = -.087, p > .05$. A two-tailed test of significance revealed that there is no link between male and female employees. Because the p-value of 0.051 is exactly at the 0.05 level of significance, Because the null hypothesis (H2) is established, there is enough data to conclude that the findings are statistically significant. A modest association between the two variables is indicated by the correlation coefficient of 0.87.

For both Kendall's tau_b and Spearman's rho, the correlation coefficient between the variable in the female group and itself is 1.000, which is a perfect positive correlation (meaning as one variable increases, the other variable also increases at the same rate).

For the female-male comparisons, the correlation coefficients are relatively low for both Kendall's tau_b and Spearman's rho, with values ranging from 0.049 to 0.087. Moreover, the p-values (Sig. 2-tailed) for both coefficients are above 0.05, which suggests that there is no statistically significant correlation between the two variables for either gender group.

Overall, these results suggest that there is no strong relationship between the two variables in either gender group based on the given data.

Table 2- Correlation is significant at the 0.05 level (2-tailed)

Correlations			
		Happiness	Gaslighting
Happiness	Pearson Correlation	1	.009
	Sig. (2-tailed)		.957
	N	51	37
Gaslighting	Pearson Correlation	.009	1
	Sig. (2-tailed)	.957	
	N	51	81

Table 3

Correlations				
			Happiness	Gaslighting
Kendall's tau_b	Happiness	Correlation Coefficient	1.000	.022
		Sig. (2-tailed)	.	.854
		N	51	37
	Gaslighting	Correlation Coefficient	.022	1.000
		Sig. (2-tailed)	.854	.
		N	37	81
Spearman's rho	Happiness	Correlation Coefficient	1.000	.037
		Sig. (2-tailed)	.	.830
		N	51	37
	Gaslighting	Correlation Coefficient	.037	1.000
		Sig. (2-tailed)	.830	.
		N	51	81

Similar to this, a positive link between happiness and gaslighting was discovered, with $R(81) = .037, p > .05$. The positive hypothesis is established by the fact that the p-value of 0.000 is higher than the significance level of 0.05, and as a result, there is enough evidence

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to conclude that the results were statistically significant. The two variables have a moderate relationship, as indicated by the correlation coefficient of 0.037.

Based on the correlation coefficients and their statistical significance presented in the table, it appears that there is a very weak positive relationship between happiness and gaslighting. The Pearson correlation coefficient between happiness and gaslighting is 0.009, which indicates that there is a negligible positive correlation between the two variables. The p-value (Sig. 2-tailed) for this coefficient is greater than 0.05, which suggests that this small correlation is not statistically significant.

Therefore, we cannot conclude that there is a significant positive relationship between happiness and gaslighting based on the given data. The weak positive correlation may be due to chance, or there may be other variables that are influencing both happiness and gaslighting.

GENERAL DISCUSSION

Gaslighting and happiness were the dependent variables, and emotional intelligence was the independent variable. The statistical analysis revealed that both variables' correlation coefficients were above 0.05. This suggests that for either gender group there is no statistically significant link between the two variables, supporting the null hypothesis. The Pearson correlation coefficient between happiness and gaslighting was found to be 0.009, indicating a negligible positive correlation between the two variables. Moreover, the p-value (Sig. 2-tailed) for this coefficient was greater than 0.05, suggesting that this small correlation was not statistically significant.

As a result, it may be said that emotional intelligence serves as a bridge between gaslighting and happiness. Emotional intelligence was proven to have a favorable effect on gaslighting and happiness. But several subjective elements influence an employee's life cycle within an organization, including age, gender, demographics, and organizational factors like equity, culture, and environment. Emotional intelligence was not found to be highly compelling in determining gaslighting for male and female employees in the workplace.

On the other hand, gaslighting was found to be moderately influential in determining happiness in the workplace. However, a positive relationship between gaslighting and happiness was observed, supporting the proposed hypothesis. This suggests that male/female employees possessing high emotional intelligence are more likely to incline towards happiness in the workplace. Nonetheless, the presence of gaslighting can influence the presence of happiness, albeit not significantly.

Limitation

Conducting the study presented a challenge due to the work-from-home policies, which forced the researchers to translate essential components of the study into a virtual format. This made it challenging to obtain an appropriate sample, and the shift in working practices introduced external variables that may have skewed the descriptive analysis of the data.

Despite these challenges, the study discovered that regulations allowing employees to work from home reduced instances of gaslighting, which may explain the limited effect of emotional intelligence on gaslighting.

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However, the smaller sample size necessitated careful filtering and auditing of responses to narrow down the target population. It is important to approach this issue with an open mind and consider the broader body of research on gender and gaslighting in the workplace. One significant limitation of the study was the small sample size, which is not ideal for regression studies.

Recommendations

As research studies rely on psychometric data, it's unrealistic to anticipate normally distributed data.

To gain a broader understanding of the variables of gaslighting and happiness among male and female employees, researchers must incorporate qualitative aspects. Since there are only a limited number of studies on emotional intelligence, establishing relationships with various other organizational factors is challenging. Therefore, conducting more research studies is necessary to deepen our understanding of the subject matter and apply it practically in organizations.

Future Directions

The purpose of this study is to contribute to the field of organizational psychology. It is hoped that this study will encourage other researchers to explore the correlation between various organizational psychology concepts and further strengthen this area of study.

Additionally, the study can be conducted in various geographic locations and with a larger sample size to gain a more comprehensive understanding of the concepts highlighted in this study from a universal perspective.

CONCLUSION

The current study was aimed at understanding the effect of emotional intelligence & gaslighting on happiness among male & female employees in the workplace. By understanding this psychological phenomenon concerning gaslighting, the study's focus was to determine what leads employees to stay happy in the workplace or leave the workplace.

Gaslighting was studied as a dependent variable using emotional intelligence and happiness as independent variables.

The statistical findings indicate that although there is a weak or null relationship between gaslighting among males and females, emotional intelligence is a very good indicator of the latter. This implies that it is established that individuals who are more likely to be happy in the workplace may have high emotional intelligence, but the presence of that alone cannot cause happiness. According to earlier studies, those with high levels of emotional intelligence also exhibit greater work control (Hystad, Eid & Brevik, 2011). This is consistent with the study's findings, which show that gaslighting is less likely to occur when an individual has higher emotional intelligence. As a result, the employee would see their emotional intelligence as being higher, which would reduce their purpose to quit the company or their job as a result of gaslighting. Another study of this type demonstrated that leadership performance is strongly predicted by happiness (Bartone, Eid, Helge Johnsen, Christian Laberg, and Snook, 2009), which supports the results by verifying the idea that pleasure might lead to higher levels of involvement at work.

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Additionally, the relationship between gaslighting and happiness was found to be moderately positive. This indicates that individuals who possess a high level of emotional intelligence, tend to have a high degree of happiness as well. This can be explained by the fact that happiness is one's ability to resist challenging situations and overcome them whereas gaslighting is one's belief in the manipulation of his abilities negatively. Therefore, if an individual possesses good resilience, it can be concluded that he/she also has good faith and confidence in his/her own efficiency. Related studies indicated a positive correlation between emotional intelligence and happiness indicating that highly happy employees have a greater sense of work commitment and openness (Kumar Kansal & Harpreet, 2016). This confirms the study's findings and emphasizes the positive relationship between the two variables. There is evidence that either of them has a considerable influence on the other as well.

Neither of the two factors exhibits a substantial association when looking at gaslighting. The likelihood that any of the five core components will affect gaslighting is ruled out by the minimal association between emotional intelligence and gaslighting. Happiness, however, was discovered to be positively correlated with emotional intelligence, suggesting that people with greater self-confidence are more ready to take a risk and leave their current work in a search of superior openings.

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Conflict of Interest

The author(s) declared no conflict of interest.

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