

EMOTIONAL STABILITY AMONG MUSLIM WOMEN LEADERSHIP: SPECIAL REFERENCE TO WOMEN LEADERS WORKING IN GOVERNMENT ORGANIZATION IN AMPARA DISTRICT

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Extended Abstract

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Introduction

Emotional stability has been examined and recognized as a personality representation in human mind. However, no matter the approach of natural language description based on lexical hypothesis or clinical observations are inductive, these approaches are short of theoretical framework on emotional stability to explain its nature and construct. In the meanwhile, the criterion validity of the existing emotional stability measurements with regard to the prediction of behavior has been challenged by trait theorists.

Li (2005) developed a construct of emotional stability based on self-organizational theory. Under the paradigm of self-organizational theory, emotional stability is defined as a

property to label whether or not a complex emotional system can automatically maintain its equilibrium efficiently. It was proposed to hold two dimensions- threshold of emotional response and emotional recovery from the methodology of self-organization.

Threshold represents the sensitivity of emotional response, i.e., whether or not the individual experiences chaotic emotions (e.g., upset, anxiety, panic) easily. From the perspective of evolutionary aspect, affect is an indicator attracting intentions on the adaptiveness of behaviors (Rozin P, 2003). Chaotic emotions like upset, anxiety and panic can represent that one cannot adapt to or withstand the event which aroused the chaotic emotion. Threshold will determine whether or not an emotional system is easy to

be disordered. Four items were used to measure threshold of emotional response, such as, “Are you easily upset?”, and “Are you easily prone to anxiety, panic?”

Recovery time describes whether a person can recover from various negative emotions quickly. The time required for emotional recovery is related to psychological resilience. Emotional recovery from negative emotions is referred to as psychological resilience and is defined as being characterized by “flexible adaptation to the changing demands of stressful experiences”. Recovery time as an indicator can demonstrate the collaborative effectiveness of the emotional system.

Thorndike and Hagen (Thorndike RL, Hagen EP, 1979) consider that emotional stability of a person is characterized by evenness of moods, intent, interests, optimism, cheerfulness, composure, feeling of being in good health, freedom from feeling of guilt, worry or loneliness, freedom from day dreaming, freedom from perseveration of ideas and moods.

Smithson (Smithson WB, 1974) has viewed emotional stability as a multi-trait non-cognitive psychological concept. He defines emotional stability as ‘a process in which personality is continuously striving for

greater sense of emotional health both intra-psychically and intra-personality. Emotional stability enables the person to develop an integrated and balanced way of perceiving the problems of life. This organizational ability and structured perception helps one to develop reality-oriented thinking, judgment and evaluation ability. One develops feelings, perceptions and attitudes that help in understanding the realities of life and conditions and circumstances that create miserable situations in life. Such understanding helps one promote high ego strength.

Emotional instability or immaturity points to an individual's failure to develop the degree of independence or self-reliance that is seen in a normal adult, with consequent use of immature adjustive patterns and inability to maintain equilibrium under stresses, unlike most individuals who do not have these negative traits. Emotionally disturbed or unstable individuals represent lack of capacity to dispose of problems and irritability, needing constant help to accomplish day-to-day tasks. They also show vulnerability and stubbornness, looking at the same time for sympathy. They are conceited, quarrelsome, infantile, self-centered and demanding sort of persons.

In the light of significance of emotional stability in this age of industrialization, competition, stress and tension: and keeping in mind the concept of emotional stability as defined in the literature cited above the present study was undertaken to develop and standardize a scale to measure the emotional stability.

Methodology

The study was conducted in three phases. Based on the concept of emotional stability as defined in the literature, 50 items were developed covering initially the following 5 dimensions of emotional stability:

- a. Pessimism vs. Optimism
- b. Anxiety vs. Calm
- c. Aggression vs. Tolerance.
- d. Dependence vs. Autonomy.
- e. Apathy vs. Empathy

84 Muslim Women leaders working in government organizations were selected for this study based on simple random sampling method. Interview and self-administered questionnaire were used to demonstrate the concept of this study.

The item was developed, wherein the subjects had 5 alternatives to answer each question i.e. 'always', 'often', 'sometimes', 'rarely' and 'never'. Since the test was a

combination of both positive and negative items the scores for positive items ranged from 5 to 1 and for negative items it ranged from 1 to 5.

Pessimism vs. optimism

Pessimists are gloomy and depressed, disappointed with their existence and at odds with the world. They have low self-esteem, are introverts, have feelings of guilt, interpersonal dependency, and remain passive in social situations.

On the other hand optimists are generally cheerful and positive in their outlook. They are satisfied with themselves, find life rewarding, and are at peace with the world. They show persistence in seeking goals in spite of setbacks and obstacles, operating from the hope of success rather than fear of failure. They perceive failures as being due to manageable circumstances rather than a personal flaw.

Anxiety vs. calm

Anxious persons are easily upset by things that go wrong and are inclined to worry unreasonably about things that may or may not happen. This causes the people for mal practices and some other maladaptive coping skills. People who are calm are placid, serene and resistant to irrational fears and anxieties. Because of this ability they can stay calm

under pressure. They can also think clearly and stay focused.

Aggression vs. tolerance

Aggressive individuals are given to the direct or indirect expression of anger, for example, behavior such as temper tantrums, fighting, violent arguments and sarcasm, or participation in adventurous activities like mountaineering, car rallies etc. They take no nonsense from anyone and feel compelled to return fire or get back at anyone who transgresses against them.

Tolerant individuals are gentle, even tempered, with no personal conflicts and are not given to violence either direct or indirect. They efficiently manage their disruptive emotions and impulses.

Dependence vs. autonomy

The dependent person lacks self-reliance, thinks of himself as a helpless pawn of fate, is pushed around by other people and events and shows a high degree of authoritarian submission (the unquestioning obedience to institutional power).

The persons high on autonomy enjoy a great deal of freedom and independence, make

their own decisions, view themselves as a master of their own fate and take realistic actions to solve their own problems.

Apathy vs. empathy

People who are apathetic are detached, shrewd, worldly and expedient and harbor self-interest in their dealings with other people.

Empathy is an ability to feel for other people. People who are empathic in nature consider other's feelings along with related factors in the process of making intelligent decisions. They are warmhearted, trusting, straightforward and altruistic.

Example: Does it worry you if someone is annoyed with you for a mistake, which you have actually not committed?

Results and Discussion

The scores range from 5 to 1 for positive items and from 1 to 5 for negative items. Hence the minimum score on the scale can be 50 and the maximum score can be 250. Higher score indicates higher emotional stability. The following table shows the inter item consistency of the items used in the instrument to measure the emotional stability

Table 1: Reliability Analysis

Construct	Chronbach alpha
Optimism	0.82
Calm	0.77
Tolerance.	0.87
Autonomy	0.70
Empathy	0.85
Emotional stability	0.78

Source: Survey Data

All showed a good inter item consistency. Univariate analysis has been done to measure the level of emotional stability of the women

leaders in Ampara District and the following table describes the descriptive statistics of the constructs.

Table 2 Descriptive Measures

Construct	Mean Value	Standard Deviation
Optimism	3.9	0.86
Calm	4.1	0.34
Tolerance.	4.3	0.32
Autonomy	2.8	0.12
Empathy	4.2	0.33
Emotional stability	3.9	0.77

Source: Survey Data

Conclusion

A 50 item 5 point rating scale is developed based on the psychometric principles of test development to measure various dimensions of emotional stability among Muslim Women Leaders. According to the findings Muslim women are more optimistic, calm, tolerant, and empathy where as they are more dependent in decision making rather than autonomous. In overall the emotional

stability of Women Muslim Leaders are high at their workplaces. However further research in the area can be taken up to develop the norms for various age groups and can do explanatory research considering more variable such as productivity, performance, commitment, job involvement.

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