



Symbiosis Institute of Business Management, Hyderabad



Symbiosis International (Deemed University), Pune



Guest Lecture by

Dr. Sridhar Raj

Assistant Professor, Institute of Public Enterprise, Hyd

Topic:- “Emotional Intelligence”

Date:- July 27, 2019

On July 27, 2019, the HR students of MBA Batch 2018-2020 had attended the guest lecture on 'Emotional Intelligence'. Emotional Intelligence is "the ability to monitor one's own and other people's emotions, to discriminate between different emotions and label them appropriately, and to use emotional information to guide thinking and behaviour." The guest lecture was delivered by Dr. Sridhar Raj and the event was attended by the HR Specialization students of MBA Batch 2018-2020. Dr. Sridhar went on to explain how Emotional intelligence (EI), emotional leadership (EL), emotional quotient (EQ) and emotional intelligence quotient (EIQ), are the capabilities of individuals to recognize their own emotions and those of others.



This definition was later broken down and refined into three proposed abilities perception, understand ability, and managing emotions. These abilities are distinct yet related. Emotional intelligence also reflects abilities to inculcate intelligence, empathy and emotions to enhance thought and understanding of interpersonal dynamics. However, it was explained to the class that substantial disagreement exists regarding the definition of EI, with respect to both terminology and operationalization's. Currently, there are three main models of EI:-

1. Ability model
2. Mixed model (usually subsumed under trait EI)
3. Trait model

During the guest lecture, Dr. Sridhar gave the classic example of Ambati Rayudu and explained why he retired from cricket. The reason for his retirement from cricket was the continuous rejection in all segments of cricket. The main reason explained to the students behind his retirement was the mental pressure he underwent due to rejection. There are several reasons why a person should be motivated for their work. The main reason is that it helps the person to meet his goals and perform well. Motivation can help a person increase his/her productivity and helps an individual to achieve higher level of output.

The students were given a demonstration of how they are the ones who are in control of their own emotions and they get to decide on how to react to situations. One has two paths in which they can think of a solution for any situation, one is positive and one is negative. Emotion revolves in a circular path. The class was given an example, if someone hurts their feelings and they take that in a negative way, whenever they see in that person, they will remember that particular instance. People think that they can control their feelings at some point of time but instead they just regulate it in a different way. Faking feelings or emotions is called “Emotional Labour”. It is the process of managing feelings and expressions to fulfil the emotional requirements.

The students were explained on how Self-awareness has been called “arguably the most fundamental issue in psychology, from both a developmental and an evolutionary perspective.” Self-awareness is the main thing which will help one regulate their emotions and will help them think from a new and an innovative perspective.

From the guest lecture delivered, the students understood that self-regulation of emotions of an individual and team is highly imperative for smooth functioning of the organizations. The guest lecture on emotional intelligence proved to be very useful for the students as they were being molded into becoming corporate ready professionals. It proved to be quite useful to the students, as they could appreciate and understand use of Emotional Intelligence for effective decision making. So overall the session was quite enriching and students interacted with the guest faculty and got clarified their doubts.