

APPENDIX K

MANUAL FOR EMOTIONAL INTELLIGENCE TEST (E.I.T)

Introduction :

The concept of Emotional Intelligence (E.I.) is relatively a new idea in the popular culture . However , with the popularization of concept ' Emotional Intelligence' has raised a very great deal of interest in the field of psychology , management and education.

We believe that through education all round development of an individual takes place ; however at the same time we gave under importance for cognitive development and totally neglected the emotional development . We forgot that academic intelligence offers virtually no preparation for the turmoil or problems. According to Goleman, D. (1995), "I.Q. alone is no more measure for success; it only counts for 20% and the rest 80% to other forces."

Emotional intelligence is an attempt to extend our understanding of intelligence by going beyond what we traditionally measures by intelligence test . Emotional intelligence adapts a wider perspective and helps us to extend our understandings , our interactions with others and the social world around us.

The test results of this test will be useful to the student teachers to improve their emotional intelligence.

Development of E.I.T. :

For the construction of the E.I.T., the researcher had decided 10 competencies of emotional intelligence. These competencies were as follows.

- 1) Accurate Self Assessment
- 2) Self –confidence
- 3) Self –control
- 4) Conscientiousness
- 5) Initiative
- 6) Optimism
- 7) Understanding others
- 8) Developing others
- 9) Communication
- 10) Leadership

Originally , the researcher collected 150 statements (items) on his own experience and through the literature on emotional intelligence. After careful discussion with experts 100 items were selected.

The researcher then searched the judges in the concerned field. The researcher sent the forwarding letter to each and every judge

along with the list of 100 statements and one evaluation scale for validation of items.

After receiving the list of statements from the judges some items were improved or dropped and some new items were introduced on their suggestions. Finally , 100 items were selected in preliminary form.

Item analysis was done on the basis of first try out. The preliminary form was administered on student teachers and scoring was done. The discrimination power (upper-lower index) of each item was calculated. By using general rule, items with validity indices of 0.20 or more were selected for the final form of the test. In final form, 70 items were remained. Out of these 14 items were negatively constructed.

Administration of E.I.T.:

The present test is self administered individually or in group. The place of administration of the test should be such that the subjects may work comfortably and without disturbance. The subjects should be properly motivated to take the test. The language used by the test administrator in giving instructions to the subjects should be simple. So that each one understand what is required of him. Before starting the work, the subjects is required to fill the general information and read the instructions carefully given on the first page.

Scoring :

Very simple procedure has been adopted for the purpose of scoring . If statement is positive , 4 marks should be given to 'totally agree' response., 3 marks to each 'agree' response, 2 marks to each 'doubtful' response, 1 mark to each 'disagree' response and 0 mark to each 'totally disagree' response.

When statement is negative the scoring is vis-versa. The numbers of negative items are 6,13,20,21,27,30,32,41,43,51,53,54,56,66.

For getting the total score , each response mark of a given statement should be added together to form total raw score of the test.

Reliability:

The reliability of the test was determined by calculating split-half reliability coefficient on a sample of 303 subjects. For calculation the split-half reliability Spearman-Brown prophecy formula, Rulon's formula and Flangan's formula have been used. The reliability coefficient found 0.87, 0.87, 0.86 respectively.

Validity :

As the statement were checked by the judges and during the item analysis the validity index was calculated. On that basis the items were selected.

Hence , the face validity, content validity and logical validity have been proved.

In order to find out the validity from the coefficient of reliability, the reliability index was calculated. It was 0.93 which indicates high validity.

Norms :

The subjects can be classified into three categories on the basis of raw scores obtained on the Emotional Intelligence Test.

N = 303

Mean = 236.10

Standard Deviation = 21.62

Normal Range = 214 - 258

High = 259 and above.

Low = 213 and below.

It is appropriate to prepare local norms because it provides more scientific and true variance.