

Emotional intelligence in the personality of the troop military that works in the air force group 8 in Callao, 2018

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Resumen

La inteligencia emocional es una capacidad que desarrollan las personas para relacionarse con los demás, de conectarse con emociones, de gestionarlas, de auto-motivarlas, de saber controlar y frenar los impulsos, de vencer frustraciones, Esto se vinculan directamente con la personalidad rasgos y caracteres sumados a los factores personales, familiares y laborales entre otras. El objetivo es determinar la influencia de la inteligencia emocional en la personalidad del militar de tropa. El estudio fue descriptivo de corte transversal, no experimental. La población estuvo conformada por 150 militares de tropa; Se utilizaron dos escalas: de inteligencia emocional y personalidad respetando las consideraciones éticas. Los resultados evidencian que existe influencia de la inteligencia emocional en la personalidad; con respecto a la Inteligencia emocional el 22 % no presentan optimismo, 6% no maneja control de impulsos y tolerancia al estrés, 11 % no tienen capacidad para solucionar problemas, el 22 % no se adaptan al medio en el que se encuentran y el 39 % no son asertivos (interpersonal y intrapersonal). En relación a la personalidad 34% poseen dominancia, 11% no poseen tolerancia, 22% no tienen tenacidad, 100% no tiene estabilidad emocional, 11% no tienen creatividad y 22% poseen distorsión. En conclusión, existe influencia entre la inteligencia emocional y personalidad; sin embargo los rasgos y características individuales de cada persona pueden variar en el manejo de emociones y fortalecer las relaciones personales y transpersonales con los demás en el ámbito laboral.

Palabras clave: Inteligencia Emocional, Personalidad, Militar de Tropa.

Abstract

Emotional intelligence is a capacity that people develop to relate them to others, to connect with emotions, to manage them, to self-motivate them, to know how to control and stop impulses, to overcome frustrations, This is directly linked to personality traits and characters added to personal, family and work factors, among others. The goal is determine the influence of emotional intelligence on the troop military personality. The study was descriptive with cross section, not experimental. Population consisted of 150 troop military personnel; two scales were used: emotional intelligence and personality respecting ethical considerations. Results show evidence that there is influence of the emotional intelligence in the personality; with respect to Emotional Intelligence, 22% do not present optimism, 6% do not handle impulse control and tolerance to stress, 11% do not have the capacity to solve problems, 22% do not adapt to the environment in which they find themselves and 39% are not assertive (interpersonal y intrapersonal). In relation to personality, 34% do not have dominance, 11% do not have tolerance, 22% do not have tenacity, 100% do not have emotional stability, 11% do not have creativity and 22% do not have distortion. In conclusion, there is an influence between emotional intelligence and personality; however, the individual traits and characteristics of each person can vary in the management of emotions and strengthen personal and transpersonal relationships with others in the workplace.

Keywords: Emotional Intelligence, Personality, Troop Military.

1. Introduction

The International Labor Organization (ILO) [1] states that the person in the workplace currently has to develop to the maximum their intellectual and personal potential for a globalized and technological world where technically efficient professionals are required and who work under pressure in a competitive world. In this scenario, they are constantly dealing with personal conflicts that limit the development of a company and institution placing them in a situation of vulnerability in their work performance. The person within a family linkage or organization needs to develop agility skills to perceive and identify and resolve inappropriate personal relationships with others. So the emotional intelligence (EI) comes to make the ability to understand and manage your own emotions and those of the people around you. People with a high degree of emotional intelligence know what they feel, what their emotions mean, and how these emotions can affect other people. However, in recent years, the concept of emotional intelligence has evolved according to the concepts proposed by some authors we have among them; the concept of Social Intelligence by Thorndike [2] who defined that it is necessary to achieve the ability to understand and direct men and women and act wisely in human relationships. Gardner, in his Multiple Intelligences Theory [3, 5], introduced the idea of including both interpersonal intelligence (the ability to understand the intentions, motivations, and desires of other people) and intrapersonal intelligence (the ability to understand oneself, appreciate oneself, feelings, fears and motivations).

The "emotional intelligence is the ability to perceive one's own feelings and those of others, distinguish between them and use that information to guide one's thinking and behavior. It also considers that personal intelligences are organized into five main competences: the knowledge of one's emotions, the ability to control the latter, the ability to motivate oneself, the recognition of other people's emotions and the control of relationships" [4]. However, the model of Goleman conceives the competences as personality traits manifests that the Skills of the Emotional Intelligence allows you to be aware of yourself and your own emotions and their expression, Self-regulation, Impulse control, Control of anxiety, Defer gratifications, Regulation of moods, Motivation, Optimism before frustrations, Empathy, Trust in others and Social Arts [5].

It should be noted that emotional intelligence becomes a considered tool to understand that labor productivity is centered on people, human relationships play a vital element in both the family cell and an institution. It is worth mentioning that the success of an adequate work environment is framed within the management domain of interpersonal relationships. Emotional skills form a basic position for the extension of other skills that are usually related to the intellect, such as making rational decisions.

Companies and institutions in recent years have characteristics of highly competitive environments with strong pressure of result and efficiency turning into turbulent, unpredictable and hectic scenarios with high speed to comply with the processes and sometimes vertiginous. This situation mostly escapes the control of people and institutions. This implies that the behavior of institutions is often limited to meeting defined and regulated processes affecting the worker in the individual, family and professional field and the external user in the quality of the services they provide.

According to the ILO reports in the article on business productivity in each type of skills requires a third of technical skills, intellectual skills and two thirds of emotional intelligence while in executive activities a higher percentage is required. Therefore, workers need to learn cognitive and emotional skills such as listening and communicating orally, adaptability, personal mastery, group and interpersonal effectiveness, and effectiveness in the organization, desire to contribute, and potential for leadership.

The advantages of applying emotional intelligence in the workplace allow for effective communication, well-being with oneself and environment. Improve the work environment of the company motivation to achieve institutional goals, improve teamwork effective relationships with customers and increase the profitability of the company as ensure the quality of services provided in the institution.

The emotional intelligence is called a management tool for the decision making of the directors of the general command of the Bolivarian National Army, it was evident that the directors and heads of the general command of the Bolivarian National Army have a very good level of emotional intelligence, which facilitates the process

of making decisions for the execution of administrative and operational activities. Then, a correlation of the variables emotional intelligence and decision making of $r = 0.92$ was obtained, very high and positive, generated by an association of the same. Finally, thirty-six strategic guidelines were generated for the application of emotional intelligence as a management tool in the decision-making process of the directors and heads of dependencies of the general command of the Army, which allow to increase the levels of operation through improvement of that process at all levels [6].

The emotional intelligence is perceived in the cabin boys of the non-commissioned officers naval school, Barranquilla based on the results obtained, a work of empowerment of the emotional skills was implemented and, thus, to optimize the expected leadership of the future NCOs of the National Navy, for the fulfillment of its institutional mission [7]. The personality styles and coping strategies for stress in soldiers, correlated protection, extraversion, communicativeness and concordance. Cognitive avoidance correlated negatively with reflection. The reflection reached the highest percentile and is considered a cognitive style useful in the work as soldiers, since in circumstances of pressure and risk, the analysis of situations must be prudent and analytical. The work carried out by the military is supported by comprehensive training where the military is prepared to face complex situations, where the command of a force is generally exercised, regardless of the magnitude or nature of the force. So emotional intelligence is of great importance for their work. There are multiple factors that can affect the development of emotional intelligence such as low self-esteem, lack of self-love towards the same person or assessment, lack of control of impulses and control of emotions, affability depending on their personality. In some cases the troop staff has to deal with this problem, often seeing the need to work on this issue [8].

Some theoretical approaches conclude the need of current domain of emotional intelligence in the academic and military training of future Army officers [9].

The personality is defined as a set of traits and qualities that shape a person's way of being and differentiate them from others [10]. The personality is also the set of physical, genetic and social characteristics that an individual gathers, and that make it different and unique with respect to the rest of the individuals. In as much, the interrelation and the communion of all these characteristics, generally stable, will be those that will determine the conduct and the behavior of a person and because not also, according to the stability of the same ones, to predict the answer that can give an individual which we know before a certain circumstance or stimulus. The development of the personality is a process that occurs throughout the life of a person understands the physical and psychological development of the individual from birth to death.

For military training it is necessary to develop comprehensive cognitive skills and competencies where principles and values are developed for the changes and challenges that arise in the field. The person who exercises military life requires a technical preparation with greater academic requirements, physical and psychological resistance with knowledge of languages open to the adaptation of cultural contexts, flexible to peace and combat. All of the aforementioned needs to re-empower emotional intelligence to provide quality of life for military personnel.

2. Methodology

Research study with a quantitative, descriptive, correlational and non-experimental approach carried out in the Air Force of Group 8 in the district of Callao in Lima-Peru. The population consists of 150 air force troop personnel from 18 to 23 years who voluntarily participated and accepted to be part of the study. We used two Scales: Ice Baron (Emotional Intelligence) consists of a Factorial Structure: ICE - T- 5 Factors component 15 subcomponents and Big Five Scale (Personality) consisting of 5 dimensions and 19 personality subdimensions and a Distortion scale. Both instruments were submitted by expert judgments and a pilot test in which it is verified that both instruments were validated and with a high level of reliability, respecting the respective ethical considerations

3. Results

Table 1. Degree of Correlation and level of sig. between the variables Emotional Intelligence and Personality Influence.

		EMOTIONAL INTELLIGENCE	PERSONALITY
Rho de Spearman	EMOTIONAL INTELLIGENCE	Influence coefficient	1.000
		Sig. (bilateral)	.998**
		N	.000
PERSONALITY		Influence coefficient	.998**
		Sig. (bilateral)	1.000
		N	.000
		30	30

** . The influence is significant at the level 0,01 (bilateral)

On Table 1, the influence of Emotional Intelligence is significant at the level 0,01 (bilateral)

Table N° 2 Results of the application of the EQ-I BARON EMOTIONAL QUOTIENT INVENTORY emotional Intelligence teas to the troop personnel of air group N ° 8.

VARIABLE	CATEGORY	N°	%
SEX	MALE	75	83
	FEMALE	15	17
EMOTIONAL INTELLIGENCE	Emotional coefficient	20	22
	General mood	5	6
	Stress management	10	11
	Adaptability	20	22
	Interpersonal	15	17
	Intrapersonal	20	22

On Table 2, the following results are obtained from the variable Emotional Intelligence: 22% of the population does not present optimism, 6% does not handle impulse control and tolerance to stress, 11% does not have the capacity to solve problems, 22% does not present adaptability to the environment in which they find themselves, 17% does not present interpersonal relationship, 22% does not present intrapersonal relationship.

Table 3. Results of the application of the Big Five personality teas to the troop personnel of air group N ° 8

VARIABLE	CATEGORY	N°	%
SEX	MALE	75	83
	FEMALE	15	17
PERSONALITY	Energy	30	34
	Affability	10	11
	Tenacity	20	22
	Emotional stability	90	100
	Mental opening	10	11
	Distortion	20	22

On Table 3, It was obtained the following results from the personality variable: 22% people who does not have distortion, 34% does not have dominance, 11% does not have affability that is tolerance, 100% does not have impulse control, 11% does not have creativity and 22% does not have tenacity.

4. Conclusions

Regarding the variable emotional Intelligence, 22% of the population does not present optimism, 6% does not handle impulse control and tolerance to stress, 11% does not have the capacity to solve problems, 22% does not present adaptability to the environment in which they find themselves, 17% does not present interpersonal relationship, 22% does not present intrapersonal relationship.

From the personality variable, 34% does not have dominance, 11% does not have affability, 22% people does not have tenacity, 100% does not have impulse control, 11% does not have mental opening and 22% does not have distortion.

In conclusion, 100% of the troop personnel of the Air Force Group No. 8 does not have the capacity to handle impulse control and stress tolerance. It is recommended to continue attending psychological workshops offered within the base in the corresponding area authorized by the air's general. Channel stress, stress in sports activities stimulate self-esteem and self-esteem. Re-evaluate military troop personnel to see progress within approximately 3 months. Follow the psychologist's advice to channel stress and learn to control impulses.

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