

## **Role of Emotional Intelligence in managing Work-life Balance with special reference to Bank employees in Mumbai City**

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### *Abstract*

*Banking sector is not an exception, after privatization policy of Indian Banking Sector, there was a transition in the field, and Banking Sector became aggressive due to private players. In result, it brought huge burdens and stress on employees. They are working for long hours, attending office during holidays, it effects on their personal life, and particularly private sector bank employees are unable to manage their work and personal life together. After LPG policy (liberalization, Privatization and Globalization) of Indian Government, the face of Indian Industry is changed. This change brought huge burdens with lots of stress and dissatisfaction among employees due to lack of work-life Balance.. The research tries to identify the impact of Emotional Intelligence in work-life balance; as well as it also tries to reveal the relationship between work-family and family work conflict. Against this backdrop the paper will try to identify whether emotional intelligence is helpful to manage work life balance. The paper will also focus the relationship between age as a demographic factor and emotional intelligence as many earlier studies have suggested that emotional intelligence is related to personality traits and other demographic factors like age has significant relationship with Emotional Intelligence.*

**Keywords:** Emotional Intelligence, Work-life Balance, Banking employees

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