

The Influence Of Emotional Intelligence On Psychological Well-Being With Coping Strategy As A Moderator

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Abstract – Most people tend to give negative comments about both good and bad things. Everything is commented on whether it is praiseworthy or not. This seems to provide pleasure for those who do it. It's as if they are emotionally satisfied when they do this. This research wants to see whether there is an influence of emotional intelligence on psychological well being (PWB) and coping strategies as moderator variables. Based on the results of data analysis using simple regression and moderation regression, it shows that there is an influence of emotional intelligence on psychological well being but there is no moderating role of coping strategies using either problem focused coping or emotion focused coping. So it would be good if the capacity for understanding and regulating emotions could be developed and improved as a way to increase the perception of one's own happiness rather than being busy taking care of things outside of oneself so as to improve the quality of work better.

Keywords – Psychological Well Being, Emotional Intelligence, Coping Strategy, Problem Focused Coping, Emotion Focused Coping.

I. INTRODUCTION

Based on the observations conducted by the researcher, it is evident that most people tend to provide negative comments on both positive and negative aspects. For instance, being late, not greeting, receiving praise from leaders, being reprimanded by leaders, having many tasks and responsibilities, holding a position, being friendly to students, being strict with students, and so forth—all aspects are commented on, whether commendable or not.

This behavior seems to bring pleasure to those who engage in it. They enjoy speaking ill of others and feel a sense of elevation when bringing others down, as if their status increases when they criticize. When talking about people, they are enthusiastic and seek validation for their actions, feeling emotionally supported and satisfied.

People tend to seek faults in others without considering the goodness within someone. This consumes their time and undoubtedly affects the quality of their work and emotional state. Generally, they speak negatively about their colleagues behind their backs but appear friendly when face-to-face.

Some individuals do not interfere much in others' affairs and engage in activities as if nothing is happening. This allows them to interact well with others.

The establishment of a positive relationship with the environment and having a good quality of life is a form of psychological well-being (Tommasi et al., 2021a). Psychological well-being is generally understood as a combination of pleasant feelings, such as happiness (hedonics), and optimal functioning in individual and social life (eudaimonic). Thus, psychological well-being refers to a well-lived life, encompassing a combination of pleasant emotions and effective functioning (Winefield et al., 2012).

A person leading a prosperous life has good mental and emotional health as a primary foundation to explicitly enhance their quality of life in various situations (Ali et al., 2014). Effective emotional management can influence physical health and psychological well-being. In this context, the role of emotional intelligence can be observed in reducing stress levels. This is

connected to the ability to accurately understand and evaluate emotions, be smart in managing specific feelings, and be effective in regulating moods, thereby reducing negative impacts on health and well-being (Ali et al., 2014).

Every organization inevitably faces challenges, such as creating an organizational culture, establishing an effective teamwork, dealing with changes, reducing conflicts, managing emotions, stimulating creativity, and combating organizational stagnation. To address these challenges, coping strategies are required to achieve optimal results (Muazzam et al., 2020).

Coping involves the steps individuals take to overcome stressful situations. It encompasses an individual's response to situations that can jeopardize their well-being, both physically and psychologically. This process can occur consciously or unconsciously, where individuals use coping strategies to face pressure (Montero-Marin et al., 2014).

Previous research indicates that a lack of emotional intelligence contributes to the failure of coping strategies, as evidenced by a significant relationship between the application of emotional intelligence and coping strategies. Emotional intelligence can enhance coping strategies and their quality at both individual and collective levels through the ability to evaluate potential outcomes and emotional reactions to decisions, allowing the use of emotion-focused coping. This prediction of their feelings influences the decisions made, thereby increasing the likelihood of more positive decision outcomes (Nima & Garcia, 2015).

The conclusion from the above explanation is that emotional intelligence influences psychological well-being, where an individual, when capable of sensing, recognizing, and managing their emotions effectively, will experience greater psychological calmness and well-being. Additionally, coping strategies play a role in psychological well-being, as individuals using emotion/problem-focused coping may exhibit either an increase or decrease in psychological well-being.

This research employs coping strategy as a moderator variable because there are not many studies that consider coping strategy as a moderator variable. Therefore, to foster originality in the research and supported by relevant references, the researcher will explore how the coping strategy variable may enhance or diminish the relationship between emotional intelligence and psychological well-being.

Based on the aforementioned exposition, the researcher will conduct a study on "The Influence of Emotional Intelligence on Psychological Well-being with Coping Strategy as a Moderator."

II. METHODOLOGY

The research method applied in this study is quantitative research. The measurement tools used include instruments for psychological well-being, emotional intelligence, and coping strategy. Regarding these measurement tools, the researcher obtained the original sources created by key figures who popularized each variable to be studied. The researcher will modify parts of the measurement tools deemed necessary for replacement to suit the research subjects. This study employs a Likert scale consisting of five response options ranging from 1 to 5.

The research implementation is carried out via a Google Form by sharing the Google Form link with the research subjects and requesting their assistance in filling out the form to the best of their ability. Data analysis is conducted using the SPSS Statistics software.

III. RESULTS

After ensuring that the classical assumption tests have been met, the next step is hypothesis testing. To test Hypothesis 1, a simple regression test is used, while to test Hypothesis 2, Moderated Regression Analysis (MRA) is applied.

Based on the data analysis, the significance value of the emotional intelligence variable on psychological well-being is 0.000 (<0.05) with an R Square value of 0.986. Therefore, it can be concluded that emotional intelligence influences psychological well-being, meaning Hypothesis 1 is accepted.

Meanwhile, the significance values for the interaction variable of emotional intelligence with problem-focused coping (0.839) and emotional intelligence with emotion-focused coping (0.784) lead to the conclusion that coping strategies using either problem-focused or emotion-focused coping do not moderate the relationship between emotional intelligence and psychological well-being. This implies that Hypothesis 2 is rejected.

IV. DISCUSSION

Firstly, based on the results of the data analysis presented earlier, it is evident that there is an influence of emotional intelligence on psychological well-being (Hypothesis 1 accepted). The significance value of the emotional intelligence variable on psychological well-being is 0.000 (< 0.05), and the R Square value is 0.986 (> 0.05). These results indicate that emotional intelligence significantly affects psychological well-being.

Secondly, based on the results of the data analysis presented earlier, it is shown that coping strategy does not moderate the relationship between emotional intelligence and psychological well-being (Hypothesis 2 rejected). This suggests that higher emotional intelligence and the tendency to use either problem-focused or emotion-focused coping do not strengthen or weaken an individual's psychological well-being.

The moderation analysis results were obtained by examining the interaction between the independent variable and the moderator variable. The significance level generated ($p > 0.05$) means there is no evidence that coping strategies, whether problem-focused or emotion-focused, moderate the relationship between emotional intelligence and psychological well-being.

V. CONCLUSION

Several key points can be concluded as follows:

1. This study found that emotional intelligence influences psychological well-being. The better a person's emotional intelligence, the higher their psychological well-being.
2. Coping strategy does not moderate the relationship between emotional intelligence and psychological well-being. The use of coping strategies, whether problem-focused or emotion-focused, cannot strengthen or weaken the relationship between emotional intelligence and psychological well-being.

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