The Influence of Bank Employees' Daily Aerobic Exercise Routine on their Emotional Intelligence

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Abstract:

The banking sector contributes significantly to a country's economic growth. The 1991 government policy of economic liberalization resulted in structural reforms in the Indian economy, with banks undergoing several operational modifications. Banks offer a wide range of services to their customers, and technology advancements have given the banking industry a whole new looked.Aerobic exercise is defined as any physical activity that causes you to sweat, causes you to breathe harder, and causes your heart to beat quicker than it would at rest. It strengthens the heart and lungs, as well as the cardiovascular system, to better manage and supply oxygen throughout the body."Emotional Intelligence" is defined as "the ability to identify, use, understand, and control emotions in good ways to reduce stress, communicate effectively, empathize with others, overcome problems, and defuse conflict".This study aims to find out the relationship and impact of Regular Aerobic Exercise practice onEmotional Intelligence among the Bank Employees in Cuddalore district. For that purpose, the independent variables are Aerobic exercise and Dependent variables are Emotional Intelligence and its sub variables are Self-Awareness, Managing Emotions, Self-Motivation, Recognizing the Emotions of Others, Handling Relationship. This study is descriptive in nature and the data will be collected by using questionnaire by 150Regular Aerobic Exercise practice from bank employees inCuddalore district. For ANOVA analysis will be employed to conduct the analysis in this study. From the findings of this research we concluded there is a positive relationship and significant influence towards the Regular Aerobic Exercise practice onEmotional Intelligence of Bank Employees in Cuddalore district.

Key Words: Aerobic exercise, Emotional Intelligence, Bank Employees

Introduction:

Aerobic exercise raises heart rate and breathing rate by stimulating the heart and lungs, allowing the exercise to stay in shape while exercising. Running, swimming, biking, cross-country skiing, and a variety of other activities are examples of aerobic exercise. This sort of exercise necessitates the heart delivering oxygenated blood to functioning muscles. Once

inside the muscles, oxygen is required to burn fat and carbs for energy in order to meet the demands of exercise (**Powers, 2007**).

The way corporations have embraced **emotional intelligence** concepts demonstrates a considerable interest in professional applications of emotional intelligence. For example, the American Society for Training and Development has released a volume outlining principles for assisting individuals in businesses in developing the emotional intelligence abilities that differentiate exceptional workers from mediocre performers (**Cherniss and Adler, 2000**).

Review of Literature;

YasminaNajafnia et al. (2013) looked at how an 8-week step aerobic exercise program affected women's physiological parameters, body fat percentage, and quality of life. The findings revealed that step aerobics activities reduce body fat percentage while also increasing flexibility, back muscular strength, and VO2 max, as well as increasing vitality.

Chrisoper et al. (1999) looked examined the effects of weight loss (WL) and aerobic exercise (AEX) on pulmonary function in obese, sedentary males aged 46 to 80 years. At baseline and after interventions, VO2 max and pulmonary function were assessed. This resulted in a 3% increase in FVC and a 5% increase in total lung capacity while FEV1 remained unchanged. The AEX group had a 14% rise in VO2 max. In middle-aged and older, a somewhat obese, sedentary male, WL alters static lung volumes.

The emotional intelligence of bank personnel was researched by **V.Swarnalatha and Dr. S. Sekar (2016).** It is critical to maintain emotional control; otherwise, stress, pressure, and other factors will interfere with daily living. Emotional intelligence affects the majority of individuals, but it has a particularly strong impact on bank personnel. They looked at self-awareness, self-control, social skills, and empathy as four important characteristics that impact emotional intelligence. Emotional intelligence is a big player in the lives of bank employees, according to the study, and all employees have a high degree of emotional intelligence.

The association between a leader's emotional intelligence and employee engagement in the Indian banking industry was investigated by **Das S.C and Wasif Ali (2015).** The study was done among 200 banking workers in Varanasi District, Uttar Pradesh, to investigate the effects of leaders' emotional intelligence on employee engagement. According to the findings, managers' EI components like Application of Emotion, Instruction to Emotion, Self Emotion Appraisal, and Others' Emotion Appraisal have a significant impact on Job Advancement, which is a component of Employee Engagement.

Aerobic exercise, often known as endurance training, is any exercise that aims to improve cardiovascular fitness, which is commonly defined as an increase in oxygen uptake at maximum capacity (**Madden, 2013**).

3. Research Methodology

3.1 Research Design:

The study adopts a research design in view of objectives and the focus of the result. The researcher uses descriptive research design for the study. A descriptive research study is concerned about describing the characteristics and features of particular individual, or a group. The research design explains the state of affairs as it is at present. The study is about the Emotional intelligence based on Regular Aerobic Exercise practice for bank employees in cuddalore with special reference to banks. The study provides the present state of Aerobic Exercise; Emotional intelligence based on Aerobic Exercise available at banking sectors in cuddalore district.

Figure 1:Framework of the research
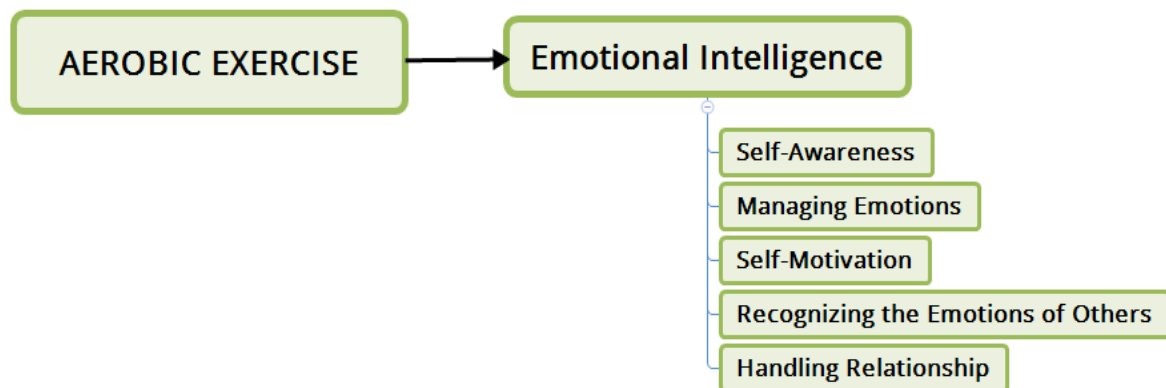
Objectives of the Study:

- ➢ To study the Emotional Intelligence of Bank Employees in Cuddalore district.
- ➢ To know the difference of opinion towards Regular Aerobic Exercise practice and Emotional Intelligence among the Bank Employees in Cuddalore district.
- ➢ To develop the model that represents the Regular Aerobic Exercise practice and Emotional Intelligence among Bank Employees in Cuddalore district**.**

Hypotheses of the Study:

- ➢ There is no significant difference towards Regular Aerobic Exercise practice of Bank employees in Cuddalore district with respect to demographic profile.
- ➢ There is no significant difference towards Emotional Intelligence among the Bank employees in Cuddalore district with respect to demographic profile.
- ➢ There is no influence of Regular Aerobic Exercise practice and Emotional Intelligence.

Data Collection:

The researcher collected primary data from Bank employees using a well- structured questionnaire. The questionnaire is divided into three sections; the first section contains a demographic profile of the personnel. The second section discusses Aerobic exercise; the third section discusses Emotional Intelligence.

Reliability Analysis:

Additionally, reliability analysis was used to determine the reliability of the factors listed above. To be regarded satisfactory, the dependability range of 0.82 to 0.87, which fulfils Cronbach's alpha, should be at least 0.70.

S.No.	Variable	Item	Cronbach's Alpha
I	Aerobic exercise	20	0.82
II	Emotional Intelligence	25	0.87

3.3 Sampling Technique:

The study employed the sample process probability model. The questionnaire's receiver was chosen using a simple random sample. This data collection procedure is straightforward and affordable. Through introduction, the strategy utilised equal chance to find skilled Bank Employees. This inspection procedure was developed specifically for this research to assure the presence of Bank Employees.

3.4 Sample Size:

Totally 175 questionnaires were distributed. 159questionnaires were received. 16questionnaires were not received. Out of 159 received questionnaires 150were eligible and the remaining 9were with flaws. Hence, the sample strength was 150.

4. Data Analysis:

The path analysis technique is used to determine the independent variables that affect the dependent variable. Aerobic exercise is treated as an independent variable in this approach. Emotional Intelligence is a variable that is dependent on other variables.

5. RESEARCH METHODOLOGY OF ANOVA

Table 1: Results of descriptive statistics of Emotional intelligence based on Organization

Organization			EI_SelfAwa	EI_Mage	EI_SelfMo	EI_Recog	EI_Handl	Over all
SBI		Reg.M	4.14	4.10	4.16	3.91	3.98	4.05
	8	Reg.SD	0.792	0.867	0.769	0.792	0.695	0.694
IOB		Reg.M	4.55	4.27	4.23	4.30	4.29	4.32
	6	Reg.SD	0.325	0.357	0.369	0.512	0.393	0.247
ICICI		Reg.M	3.76	3.98	4.03	3.57	3.59	3.78
	73	Reg.SD	0.756	0.648	0.649	0.857	0.819	0.653
KVB		Reg.M	3.67	3.70	3.79	3.56	3.57	3.66
	63	Reg.SD	0.884	0.858	0.809	0.888	0.797	0.754
Total 150		Reg.M	**3.7630**	**3.8737**	**3.9285**	**3.5987**	**3.6169**	**3.7561**
	150	Reg.SD	**0.8169**	**0.7570**	**0.7234**	**0.8644**	**0.8006**	**0.7022**

Source: primary data

M-Mean; **SD**-standard deviation;

Reg-Reguraly; **Rare**-Rarely; **No**-not interested

EI_SelfAwa–Self-Awareness ofEmotional Intelligence;

EI_Mage-Managing Emotionsof Emotional Intelligence;

EI_SelfMo- Self-Motivation ofEmotional Intelligence;

EI_Recog- Recognizing the Emotions of Others ofEmotional Intelligence;

EI_Handl- Handling Relationship ofEmotional Intelligence;

 EI - Emotional Intelligence

Table 2: Results of one way ANOVA of Daily RoutineAerobic Exercise practice

in bank employees Emotional Intelligence

S.No.	Emotional Intelligence	F	p	DMRT
1	Self-Awareness	9.60	0.001[**]	2>1>3>4
2	Managing Emotions	3.18	0.051[*]	2>1>3>4
3	Self-Motivation	2.10	0.140	----------
4	Recognizing the Emotions of Others	3.78	0.031[*]	2>1>3>4
5	Handling Relationship	5.70	0.007[*]	2>1>3>4
7	Overall Emotional Intelligence	8.25	0.001[**]	2>1>3>4

 Source: primary data

NS - Not Significant;   * Significant at 0.05 level;   ** Significant at 0.01 level

The table 1 and 2 shows the results of descriptive and inferential statistics in relation to Emotional Intelligence on Organization groups of bank employees in Cuddalore district. This Emotional Intelligence comprises five sub dimensions. They are 'Self Awareness', 'Managing Emotions' and 'Self-Motivation', 'Recognizing the Emotions of Others', 'Handling Relationship'. These five sub dimensions are statistically treated with 'Organization' the demographic profile. The case of Regular Aerobic Exercise practice in bank employees are 150; they are grouped into four distinct Organization groups such as 'SBI' with 8 bank employees, 'IOB' with 6 bank employees, 'ICICI' with 73 bank employees and 'KVB' with 63 bank employees. Majority of the bank employees falls under the Organization group ICICI.

The case of Daily Routine Aerobic Exercise practice in bank employees:

The sub dimension 'Self Awareness' of Emotional Intelligence shows 3.7630 as the total mean for all the four Organization groups. The mean indicates the positivity nature of the trend towards the 'Self Awareness' of Emotional Intelligence. The mean of the Organization group KVB is 3.67 which fall under the negative zone in the scale. Total SD is 0.8169. This value is below one, this indicates the lesser deviations towards the 'Self Awareness' of Emotional Intelligence. At the same time the Organization group IOB is 4.55 which fall under the positive zone in the scale. The F- ratio of 9.60 is significant at 0.001percent level of significance. Since there are significant differences among the four Organization groups, the post hoc test becomes inevitable. The DMRT result indicate that the perception of the bank employees under the Organization groups 'IOB' shows more positivity than the group 'SBI' which in turn shows more positivity than the respondents who are Organization group 'ICICI' shows more positivity than the group 'KVB'.

The sub dimension 'Managing Emotions' of Emotional Intelligence shows 3.8737 as the total mean for all the four Organization groups. The mean indicates the positivity nature of the trend towards the 'Managing Emotions' of Emotional Intelligence. The mean of the Organization group KVB is 3.70 which fall under the negative zone in the scale. Total SD is 0.7570. This value is below one, this indicates the lesser deviations towards the 'Managing Emotions' of Emotional Intelligence. At the same time the Organization group IOB are 4.27 which fall under the positive zone in the scale. The F- ratio of 3.18 is significant at 0.051percent level of significance. Since there are significant differences among the four Organization groups, the post hoc test becomes inevitable. The DMRT result indicate that the perception of the bank employees under the Organization groups 'IOB' shows more positivity than the group 'SBI' which in turn shows more positivity than the respondents who are Organization group 'ICICI' shows more positivity than the group 'KVB'.

The sub dimension 'Self-Motivation' of Emotional Intelligence shows 3.9285 as the total mean for all the four Organization groups. The mean indicates the positivity nature of the trend towards the 'Self-Motivation' of Emotional Intelligence. The mean of the Organization group KVB is 3.79 which fall under the negative zone in the scale. Total SD is 0.7234. This value is above one, this indicates the lesser deviations towards the 'Self-Motivation' of Emotional Intelligence. At the same time the Organization group IOB are 4.23 which fall

under the positive zone in the scale. The F- ratio of 2.10 is not significant. The p value shows that there is no significant difference towards 'Self-Motivation' of Emotional Intelligence.

The sub dimension 'Recognizing the Emotions of Others' of Emotional Intelligence shows 3.5987 as the total mean for all the four Organization groups. The mean indicates the positivity nature of the trend towards the 'Recognizing the Emotions of Others' of Emotional Intelligence. The mean of the Organization group KVB is 3.56 which fall under the negative zone in the scale. Total SD is 0.8644. This value is above one, this indicates the lesser deviations towards the 'Recognizing the Emotions of Others' of Emotional Intelligence. At the same time the Organization group IOB is 4.30 which fall under the positive zone in the scale. The F- ratio of 3.78 is significant at 0.031percent level of significance. Since there are significant differences among the four Organization groups, the post hoc test becomes inevitable. The DMRT result indicate that the perception of the bank employees under the Organization groups 'IOB' shows more positivity than the group 'SBI' which in turn shows more positivity than the respondents who are Organization group 'ICICI' shows more positivity than the group 'KVB'.

The sub dimension 'Handling Relationship' of Emotional Intelligence shows 3.6169 as the total mean for all the four Organization groups. The mean indicates the positivity nature of the trend towards the 'Handling Relationship' of Emotional Intelligence. The mean of the Organization group KVB is 3.57 which fall under the negative zone in the scale. Total SD is 0.8006. This value is above one, this indicates the lesser deviations towards the 'Handling Relationship' of Emotional Intelligence. At the same time the Organization group IOB is 4.29 which fall under the positive zone in the scale. The F- ratio of 5.70 is significant at 0.007percent level of significance. Since there are significant differences among the four Organization groups, the post hoc test becomes inevitable. The DMRT result indicate that the perception of the bank employees under the Organization groups 'IOB' shows more positivity than the group 'SBI' which in turn shows more positivity than the respondents who are Organization group 'ICICI' shows more positivity than the group 'KVB'.

The overall Emotional Intelligence shows 3.7561 as the total mean for all the four Organization groups. The mean indicates the positivity nature of the trend towards the overall Emotional Intelligence. The mean of the Organization group KVB is 3.66 which fall under the negative zone in the scale. Total SD is 0.7022. This value is below one, this indicates the lesser deviations towards the overall Emotional Intelligence. At the same time the Organization group IOB are 4.32 which fall under the positive zone in the scale. The F- ratio of 8.25 is significant at 0.001percent level of significance. Since there are significant differences among the four Organization groups, the post hoc test becomes inevitable. The DMRT result indicate that the perception of the bank employees under the Organization groups 'IOB' shows more positivity than the group 'SBI' which in turn shows more positivity than the respondents who are Organization group 'ICICI' shows more positivity than the group 'KVB'. Mayer, J.D., &Salovey, P. (1997) discovered have similar result. But, the authors Newsome, S., Day, A. L., &Catano, V. M. (2000); Petrides, K. V. (2011); Van Rooy, D. L., Viswesvaran, C., &Pluta, P. (2005); Goleman, D. (2001) discovered that there is

no significant difference towards Overall Emotional Intelligence based on Organization groups of the employees.

From the results it can be observed that the Organization groups SBI and IOB are exposing high positivity than the other two groups of bank employees. It is factual that the Organization groups KVB show less positivity comparatively. Bank employees are varied towards 'Self Awareness', 'Managing Emotions', and 'Self-Motivation', 'Recognizing the Emotions of Others', 'Handling Relationship' of Emotional Intelligence based on their Organization group. Bar-On, R. (2010) has discovered similar result. The result also showed that there is significant difference towards overall Emotional Intelligence with respect to their Organization groups. Sarrionandia, AMikolajczak, M. A (2020); Mayer, J.D.; Roberts, R.D.; Barsade, S.G (2008); Laborde, S.; Dosseville, F.; Allen, M.S.(2016)discovered have similar result. But, the author Van Rooy, D. L., Viswesvaran, C., &Pluta, P. (2005); Goleman, D. (2001) discovered that there is no significant difference towards Emotional Intelligence based on Organization groups of the employees.

7. SUGGESTIONS:

- In order to make Aerobic Exercise practices effective, Employees must do Aerobic Exercise practices regularly. By practicing Aerobic Exercise, Employees can reach emotional and psychological steadiness, leading to enhance in the level of self-awareness and self-control of feelings and calmness, which brings the employees near to the next level of self- awareness.

- Aerobic Exercise can persuade significant and broad range of health into and well-being in employees make intuitive sense. The contribution of various elements of Aerobic Exercise namely body composition, flexibility, muscular strength, muscular the employees setting as a cost effective ways of promoting Job Performance and happiness endurance, and cardiorespiratory endurance can improve the EI and life satisfaction.

8. CONCLUSION:

The results of this study provide an innovative attempt at investigating an obvious yet neglected link there is a positive relationship between theAerobic exercise and Emotional Intelligence among the Bank Employees of Cuddalore district. Participants that engaged in Aerobic exercise experienced an increase or positive correlation with Emotional Intelligence, good mood and subjective health. This means that participants are not only feeling more productive at work, they are also in better moods and feeling healthier. Thus, when

considering a solution to increase Emotional Intelligence, business owners and managers should encourage employees to engage in Aerobic exercise.

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