Impact of Cognitive Competencies, Emotional Intelligence and Locus of Control on The Performance of Aspiring Managers

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DISSERTATION ABSTRACT

The Indian industry has voiced its concern that most management graduates are unemployable because of skill deficiency. The skills they look for are well articulated and in general conforms to the generic skills postulated in Human Capital Theory. The intake into the management program is based on the Management Aptitude Test (MAT) Score and the Group Discussion and Personal Interview (GDPI) score. These are supposed to measure the potential of the individual to learn the generic and technical (managerial) skills. If MAT and GDPI scores indeed measures this potential, subject to an appropriate process, they would possess the generic skills. Since this is not so the problem could lie either with the intake measure or with the process. This study is about the appropriateness of the intake measure.

Research Problem

1. Identify skills defined by the industry and develop a measure for the same.

2. Identify and measure the impact of those variables, that would predict performance.

Research Methodology

The operational definition of performance in this study is knowledge, skill and attitude which would affect performance in the industry. The knowledge component is measured through MAT Score and the skill and attitude through Skill Set measure (measure developed by the researcher).

There are many factors that can predict performance. Based on the literature reviewed, the researcher has identified Emotional Intelligence, Locus of Control and Cognitive Competencies as the important factors that impact performance. This relationship is modeled in Fig.1.

It was hypothesized that there is a significant relationship between Performance and factors - Emotional Intelligence, Locus of Control and Cognitive Competencies. A total of 6 hypotheses were developed.

The instruments administered for data collection were:

1. Skill-Set measured by the instrument developed by the researcher. The instrument was tested for reliability using Cronbach Alpha (Alpha Score =.824).

2. Locus of Control (LOC) LOC Questionnaire developed by Trice A.D. (1985)
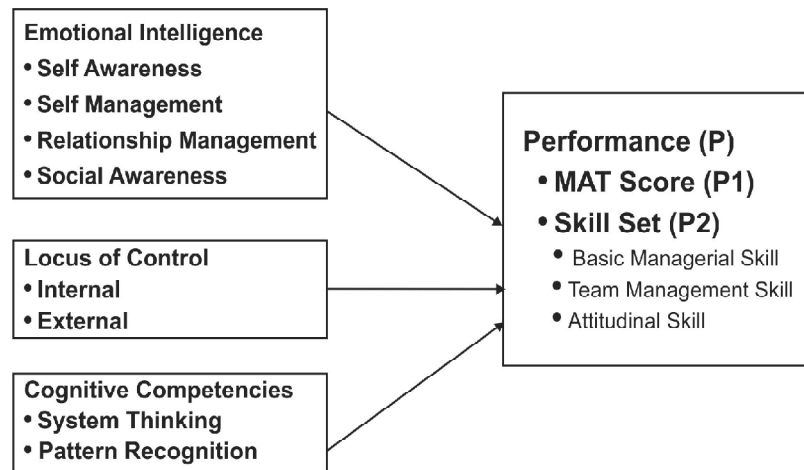
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Fig.1

3. Emotional Intelligence and Cognitive Competencies were measured by Emotional and Social Competency Inventory –University Edition, Self-Assessment Questionnaire (ESCI-U), developed by the Hay Group

Six out of twenty five Business Schools of Mahatma Gandhi University, Kerala , were selected at random and 240 instruments were distributed which yielded 209 usable ones against a sampling requirement of 115.

The data was analysed using Regression (SPSS software version 16) for a significance level of $p=0.05$.

Summary of Findings and Conclusion

The hypothesis was tested following findings were arrived at:

1. There is a significant relationship between Performance and Emotional Intelligence, Locus of Control and Cognitive Competencies.

2. There is a significant relationship between MAT Score (component of performance) Emotional Intelligence , Locus of Control , Cognitive Competencies.

3. There is a significant relationship between Skill Set (component of performance) and Emotional Intelligence, Locus of Control, Cognitive Competencies.

During the analysis it also came out that the Self Management component of Emotional Intelligence stood out as the factor that affects Performance to a great extent.

The researcher concludes that Locus of Control Emotional Intelligence and Cognitive Competencies affect performance in that order and therefore they should not only be tested for admission to MBA Program but should also be developed during the course.