

IMPACT OF EMOTIONAL INTELLIGENCE AND INCLUSIVE LEADERSHIP IN CURBING BURNOUT

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In the light of the rapid and revolutionary scientific and technological progress, one may think that life is hassle-free without any serious burnouts. The reality, however, is totally different. Burnout, actually, is one of the most serious concerns of the present, leading to various serious physical and mental consequences. Hence, the present study, on the basis of the empirical study, explores the joint impact of emotional intelligence (EI) and inclusive leadership (IL). The study explores the combined impact of faculty members' emotional intelligence (EI) and inclusive leadership (IL) practices experienced by them on their burnout levels. The objective of the study is to explore the joint relationship of EI and IL, as their impact together on burnout has largely remained unexplored. The present study is empirical in nature and conducted on 140 faculty members belonging to the Higher Educational Institutions of India. Two-wave research design has been used to reduce the incidences of common method bias. Empirical evidence reveals that the joint interaction of EI and IL has a significant negative relationship with burnout. The findings suggest that an individual's EI coupled with the IL approach of their leaders is instrumental in curbing the burnout experienced by them. The importance of creating awareness and investing in developing EI competencies has been mentioned. The study proposes to create awareness and invest in developing the abilities to recognise and regulate the emotions. Additionally, the study also proposes that IL is an ethical approach grounded in equity, fairness, and respect, which can help the leaders in educational institutions address the adverse impact of job demands on the abilities of their faculty members. The paper provides an opportunity to make a scope for further scholarly research work on the subject in the future.

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Keywords: *Inclusive Leadership, Inclusive leaders, Emotional Intelligence, Burnout, Higher Educational Institutions.*