

ABSTRACT

The present study attempted to examine the relationship between emotional intelligence and alexithymia at managerial level in India. It also focused on analysing the impact of these two constructs on conflict resolution styles and managerial styles. Data were collected from 125 middle-level executives from various Indian organisations. Work Profile Questionnaire of emotional intelligence (WPQei) (Cameron, 1999), Toronto Alexithymia Scale-20 (TAS-20) (Bagby, Parker, & Taylor, 1994), Conflict Management Styles - Opinion Survey of Organisational Conflicts (OSOC) (Pareek, 1997), and Managerial Styles - SPIRO-M (Pareek, 1997) were used to measure emotional intelligence, alexithymia, conflict resolution styles, and managerial styles respectively. Findings of Pearson's correlation revealed that emotional intelligence and alexithymia were non-associated constructs. Step-wise multiple regression analyses showed that emotional intelligence predicted approach conflict resolution style significantly, whereas alexithymia was unable to predict conflict resolution styles. OK as well as Not-OK managerial styles, on the other hand, were significantly predicted by emotional intelligence. Alexithymia was also found to be significant predictor of both OK and Not-OK managerial styles.

Keywords: emotional intelligence, alexithymia, conflict resolution styles, managerial styles, Indian organizations.