

A Study of Change Management Practices in Management Education with Emotional Intelligence

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Abstract: *In the fast-growing business world, change management skills play a critical role in moulding change in favour of the competitive advantage. Change management is the lubricant that oils the wheels of organizations in the race for competitive advantage. In such a situation, emotional intelligence takes the centre stage which not only enhancing their change management skills but also in changing the course of change in favour of the organization. Many organizational change efforts face resistance mainly because of the method of implementation. Change Management involves the ability to communicate, influence, collaborate and work in harmony with colleagues. Emotional intelligence competencies allow organizational members to acknowledge the need for change, remove barriers, and enlist others in pursuit of new initiatives aimed at organizational success. The present research paper attempts to explore the relationships of emotional intelligence of teaching and non-teaching staff in management institutions with the change management practices. This paper also examines as to which dimension of emotional intelligence significantly contribute in predicting and enriching their change management skills. A total of 486 employees from management institutions have been surveyed by using well-established measures of emotional intelligence and change management skills. Correlation and regression analysis unveils that self-awareness and self-management are the significant predictors and contributors in change management skills.*

Keywords: change management, competitive advantage, lubricant, method of implementation, emotional intelligence.

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