

**Emotional Intelligence and Work Life Quality Among Employees of Selected Secondary
Schools in Ogun State, Nigeria**

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Management and Social Sciences, Lead City University, Ibadan, Oyo State, Nigeria.**

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Administration (MBA)**

Certification

This is to certify that this Thesis was carried out by **Mogbekeloluwa Folasade, ADEBIYI** with Matric No **LCU/PG/000109** of the Department of Management and Accounting, Faculty of Management and Social Sciences, Lead City University, Ibadan under my supervision and this work has not been previously submitted before.

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Dedication

This thesis is dedicated to Almighty God.

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Abstract

The study examined Emotional Intelligence and Work Life Quality among Employees of Selected Secondary Schools in Ogun State. Descriptive survey design was adopted for the study. The population of the study was staff of secondary schools in Abeokuta, Ogun state. The target respondent for the study consisted of class teachers within the schools. The total estimated figure for the population arrived at, based on survey of selected secondary schools was two hundred and fifty teachers. A structure questionnaire was administered. A pretest of the questionnaire was conducted in order to evaluate the relevance and proper understanding of the research questions. The questionnaire was checked by experts in the field of business administration. Furthermore, 10% of other respondents who correspond to our sample were accessed and interviewed to see if the questionnaire has to be modified. The pilot study was considered necessary in order to determine the willingness of the respondents, to have a foreknowledge of the reactions of the respondents and to ascertain the reliability of the questionnaire when used in the population of the study. Data collected was analyzed using the central tendency. Results were interpreted using descriptive statistics such as percentages, mean and standard deviation. The mean of the responses using a width of the class interval was interpreted as follows: 4.50-5.00 implied very good, 3.50-4.49 implied good, 2.50-3.49 implied acceptable/ok, 1.50-2.49 implied could be better/inconsistent and 0.50-1.49 implied not very good/often neglect this. A standard deviation of more than 1 indicates that the responses are widely distributed or no consensus and less than 1 indicates consensus on responses obtained. The study therefore concluded that there is a significant relationship between Self-awareness, self-control, self-motivation, empathy, social skills with the work-life balance of employees of secondary school in Abeokuta. It was recommended that the working environment should be such that will facilitate or promote bonds amongst employees, as this will create an environment where employees can share personal issues with each other and bring about a better emotional outlook for employees at work thereby also increasing work productivity.

Keywords: Emotional Intelligence, Empathy, Employees, Social Skills, Work Life Quality,

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