

THE ROLE OF EMOTIONAL INTELLIGENCE IN CAREER DEVELOPMENT OF YOUNG PEOPLE

G. K. Zaharieva

Sofia University "St. Kliment Ohridski", Sofia (Bulgaria)

Abstract. The aim of the current paper is to examine recent research on how emotional competencies, abilities, and traits affect vocational interests and careers of young people in a globalized and highly competitive labor market. Today's unstable organizational context for building one's career requires new abilities and competencies for successful career management and adaptation to the constantly changing labor market (Savickas, 2000). Perceiving, facilitating, understanding and managing emotions in self and others are seen by some theorists as essential for better career development (Emmerling & Cherniss, 2003; Kidd, 1998). Studying the role of emotional intelligence in the career domain is an emerging trend in occupational psychology and the predominant research has taken place in the last few years.

Keywords: emotional intelligence, emotional competences, career development, career adaptability, protean career, boundaryless career, career success.

References

1. Захариева Г. (2016). Емоционална интелигентност в процеса на вземане на кариерно решение. *Лидерство и организационно развитие*, 2, 615-622.
2. Akpochofo G. O. (2011). Emotional intelligence and self-efficacy as correlates of career commitment in Nigeria. *An International Multi-Disciplinary Journal*, 5(1), 212-225.
3. Antoniou A-S., Kaprara N. & Drosos, N. (2016). The relationship between trait emotional intelligence and vocational interests of Greek 10th and 11th grade students. *Psychology*, 7, 523-532.
4. Aremu A. O. (2005). A confluence of credentialing, career experience, self-efficacy, emotional intelligence, and motivation on the career commitment of young police in Ibadan, Nigeria. *An International Journal of Police Strategies & Management*, 28(4), 609-618.
5. Briscoe J. P., Hall D. T. & Frautschy DeMuth R. L. (2006). Protean and boundaryless careers: An empirical exploration. *Journal of Vocational Behavior*, 69, 30-47.
6. Brown C., George-Curran R. & Smith M. L. (2003). The role of emotional intelligence in the career commitment and decision-making process. *Journal of Career Assessment*, 11(4), 379-392.
7. Buchner M. (2007). The protean career attitude, emotional intelligence and career adjustment (Doctoral dissertation). Retrieved from <https://ujcontent.uj.ac.za/vital/access/manager/Repository/uj:8267/CONTENT1>
8. Caruso D. R., Mayer J. D. & Salovey P. (2002). Relation of an ability measure of emotional intelligence to personality. *Journal of Personality Assessment*, 79(2), 306-320.
9. Coetzee M. & Beukes C. J. (2010). Employability, emotional intelligence, and career preparation support satisfaction among adolescents in the school-to-work transition phase. *Journal of Psychology in Africa*, 20(3), 439-446.
10. Coetzee M. & Harry N. (2014). Emotional intelligence as a predictor of employee's career adaptability. *Journal of Vocational Behavior*, 84, 90-97.
11. Di Fabio A. & Kenny M. E. (2015). The contributions of emotional intelligence and social support for adaptive career progress among Italian youth. *Journal of Career Development*, 42(1), 48-59.
12. Dries N. & Pepermans R. (2007). Using emotional intelligence to identify high potential: a metacompetency perspective. *Leadership & Organization Development Journal*, 28(8), 749-770.
13. Emmerling R. J. & Cherniss C. (2003). Emotional intelligence and the career choice process. *Journal of Career Assessment*, 11(2), 153-167.
14. García J. M. & Costa J. L. (2014). Does trait emotional intelligence predict unique variance in early career success beyond IQ and personality. *Journal of Career Assessment*, 22(4), 715-725.
15. Gerli F., Bonesso S. & Pizzi C. (2015). Boundaryless career and career success: The impact of emotional and social competences. *Frontiers in Psychology*, 6, 1304.
16. Hodzic S., Ripoll P., Lira E. & Zenasni F. (2015). Can intervention in emotional competences increase employability prospects of unemployed adults? *Journal of Vocational Behavior*, 88, 28-37.
17. Jameson A., Carthy A., McGuinness C. & McSweeney F. (2016). Emotional intelligence and graduates – employers' perspectives. *Procedia – Social and Behavioral Sciences*, 228, 515-522.

18. Jiang Z. (2016). Emotional intelligence and career decision-making self-efficacy: Mediating roles of goal commitment and professional commitment. *Journal of Employment Counseling*, 53, 30-47.
19. Kafetsios K., Maridaki-Kassotaki A., Zammuner V. L., Zampetakis L. A. & Vouzas F. (2009). Emotional intelligence abilities and traits in different career paths. *Journal of Career Assessment*, 17(4), 367-383.
20. Kidd J. M. (1998). Emotion: An absent presence in career theory. *Journal of Vocational Behavior*, 52, 275-288.
21. Pool L. D. & Qualter P. (2013). Emotional self-efficacy, graduate employability, and career satisfaction: Testing the associations. *Australian Journal of Psychology*, 65, 214-223.
22. Poon J. M. (2004). Career commitment and career success: moderating role of emotion perception. *Career Development International*, 9(4), 374 – 390.
23. Potgieter I. & Coetzee M. (2013). Emotional intelligence as a predictor of postgraduate students' psychosocial employability attributes. *Journal of Psychology in Africa*, 23(2), 187-194.
24. Puffer K. A. (2011). Emotional intelligence as a salient predictor for collegians' career decision making. *Journal of Career Assessment*, 19(2), 130-150.
25. Rode J. C., Arthaud-Day M. L., Mooney C. H., Near J. P., & Baldwin T. T. (2008). Ability and personality predictors of salary, perceived job success, and perceived career success in the initial career stage. *International Journal of Selection and Assessment*, 16(3), 292-299.
26. Rudolph C. W., Lavigne K. N. & Zacher H. (2017). Career adaptability: A meta-analysis of relationships with measures of adaptivity, adapting responses, and adaptation results. *Journal of Vocational Behavior*, 98, 17-34.
27. Sánchez-Ruiz M. J., Pérez-González J. C. & Petrides K. V. (2010). Trait emotional intelligence profiles of students from different university faculties. *Australian Journal of Psychology*, 62(1), 51-57.
28. Santilli S., Marcionetti J., Rochat S., Rossier J. & Nota L. (2016). Career adaptability, hope, optimism, and life satisfaction in Italian and Swiss adolescents. *Journal of Career Development*, 44(1) 62-76.
29. Savickas M. (2000). Renovating the psychology of careers for the twenty-first century. In A. Collin & R. Young (Eds.). *The future of career* (pp. 53-68). UK: Cambridge University Press.
30. Savickas M. L. & Porfeli E. J. (2012). Career adapt-abilities scale: Construction, reliability, and measurement equivalence across 13 countries. *Journal of Vocational Behavior*, 80, 661-673.
31. Schermer J. A., Petrides K. V. & Vernon P. A. (2015). On the genetic and environmental correlations between trait emotional intelligence and vocational interest factors. *Twin Research and Human Genetics*, 18(2), 134-137.
32. Sony M. & Mekoth N. (2016). The relationship between emotional intelligence, frontline employee adaptability, job satisfaction and job performance. *Journal of Retailing and Consumer Services*, 30, 20-32.
33. van Vianen A. E. M., Klehe U.-C., Koen J. & Dries N. (2012). Career adapt-abilities scale – Netherlands form: Psychometric properties and relationships to ability, personality, and regulatory focus. *Journal of Vocational Behavior*, 80, 716-724.
34. Wechtler H., Koveschnikov A. & Dejoux C. (2015). Just like a fine wine? Age, emotional intelligence, and cross-cultural adjustment. *International Business Review*, 24, 409-418.
35. Wilkins K. G., Santilli S., Ferrari L., Nota L., Tracey T. G. & Soresi S. (2014). The relationship among positive emotional dispositions, career adaptability, and satisfaction in Italian high-school students. *Journal of Vocational Behavior*, 85, 329-338.

Author's Bio

G. K. Zaharieva, PhD student, Sofia University "St. Kliment Ohridski", Sofia, Bulgaria. E-mail: galyazaharieva@gmail.com

УДК 316.34

DOI: 10.15350/2410-0773.2018.1.65

РОЛЬ ЭМОЦИОНАЛЬНОГО ИНТЕЛЛЕКТА В ПРОФЕССИОНАЛЬНОМ РАЗВИТИИ МОЛОДЫХ ЛЮДЕЙ

Г. К. Захариева

Софийский университет "Св. Климент Охридский", София (Болгария)

Цель автора данной статьи состоит в том, чтобы обобщить и проанализировать результаты исследований в области проблемы эмоциональной компетенции современных молодых людей. В работе рассматриваются эмоциональные компетенции молодых людей как важный фактор, влияющий на их профессиональные интересы и карьеру в глобализованном мире, в условиях все более конкурентного рынка труда в современном обществе.

Ключевые слова: эмоциональный интеллект, эмоциональные знания, профессиональное развитие, карьерная адаптируемость, разносторонняя карьера, безграничная карьера, карьерный успех.

Авторская справка

Г. К. Захарева, докторант, Софийский государственный университет “Св. Климент Охридский”, София, Болгария. E-mail: galyzaharieva@gmail.com

Библиографическая ссылка

Zaharieva G. K. The role of emotional intelligence in career development of young people // SocioTime / Социальное время. – 2018. – № 1(13). – С. 65-70. – DOI: 10.15350/2410-0773.2018.1.65