

SQ!!! THE WOMEN'S QUOTIENT

Shalini Negi¹, Rakesh Patel²

Asst. Prof., CDC , Parul Institute of Management & Research, Vadodara , Gujarat, India¹

Asst. Prof., Pharmacy, Parul Institute of Pharmacy, Vadodara , Gujarat, India²

Abstract: Gone are the days when one used to think that IQ & EQ are only the two components required in a work place. To keep up, we must be able to present ourselves as a total package in and outside of work. Therefore the need of Social Quotient has risen for a working professional which is equally important as Intelligence Quotient & Emotional Quotient. The degree of Social Quotient increases when it comes to working women. This paper would attempt to find reasons of success in working women due to their Social Intelligence. The paper would also quote differences of SQ in male & female in their working environment. In the paper the attempts are made to measure techniques and framework after studying various models related to Social Quotient and Social Wellness. The research would help in stating that the Working women having high social quotient will find it easy in their life to deal with others while others having a shallow social quotient will find themselves jeopardized in situations involving professional relationships. Successful working women would strive to make a world where socially conscious and ethically principled would overpower business performances. To create a sustainable world where Social Quotient and human values would help integrate into business performances would go hand in hand to create an extra edge for women to evolve and transform in a professional environment.

Keywords: Emotional, Intelligence, Relationships, Social wellness, Work

I. INTRODUCTION

Intelligence Quotient or IQ is what we are born with. Genetics plays a large part in structuring IQ. Social Intelligence or Social Quotient is mostly learned. It develops from experience with people and learning from success and failures in social settings. Social Intelligence (SI) is the ability to get along with others and be aware of situations in a social set-up. The social dynamics play an integral part useful for interaction styles and strategies that can help a person achieve his or her objectives in dealing with others. The urge for socially-sensitive women managers and self-aware leaders in the corporate world today is sharp and crucial. In a “business-at-the-speed-of-thought” world characterized by lot of competition to have success at any cost strategy, it is important to prepare a new class of youthful women professionals whose mind is embedded with individual principles and whose performance are practiced for altruistic service, without compromising on professional excellence.

II. THE QUOTIENTS REQUIRED FOR SUCCESSFUL CAREER --- SPICE

- A. SQ (Social Quotient): How do you interact with others?
- B. PQ (Power/Political Quotient): How reliable are you?
- C. IQ (Intelligence Quotient): How intelligent are you?
- D. CQ (Cultural Quotient): Are you aware of differences in the workplace?
- E. EQ (Emotional Quotient): How do you handle yourself?

IV. KEY ELEMENTS OF SOCIAL QUOTIENT

- A. Verbal Fluency and Conversational Skills.
- B. Knowledge of Social Roles.
- C. Effective Listening Skills.
- D. Understanding What Makes Other People Tick.
- E. Role Playing and Social Self-Efficacy.

V. DIFFERENCES IN MEN & WOMEN WORKING IN WORKPLACE

According to Science the Brain of a Male & Female is dissimilar. A Women have four times the number of brain cells connecting the right and left side of the brain while men have connections running front and back of same side of brain. Males tend to use left brain more to solve one problem one step at a time. Women focus on more than one problem at time and prefer to solve problems through multiple activities at a time using both the sides of the brain.

Table 1: Differences in Male & Female Brain

Male Brain	Female Brain
Links run from front & back of same side of brain	Connections run from side to side between the left and right hemispheres of the brain.
Better at spatial tasks involving muscle control	Better at verbal tasks involving memory and intuition.
Good at Motor skills which involves map reading and giving directions	More intuitive thinkers and have better emotional intelligence
Tubular thinking - One at a time	Peripheral thinking – Multi tasking

Table 2: Differences in Male & Female Communication

Men	Women
Have a Clear purpose	To share feelings
Share specific & important details	Eager to find a listener
Active listener	Says all and don't know what is important
Objective to solve problem	Listen to feel better
Can't digest if asked what to do	Told what has to be done make her feel better

Table 3: Differences in Male & Female Leadership

Feminine behaviour – Taking care	Masculine behaviour – Taking charge
Supporting	Problem Solving
Rewarding	Influencing upwards
Mentoring	Delegating
Networking	
Consulting	
Team building	
Inspiring	

VI. DEVELOPING & MEASURING SOCIAL QUOTIENT

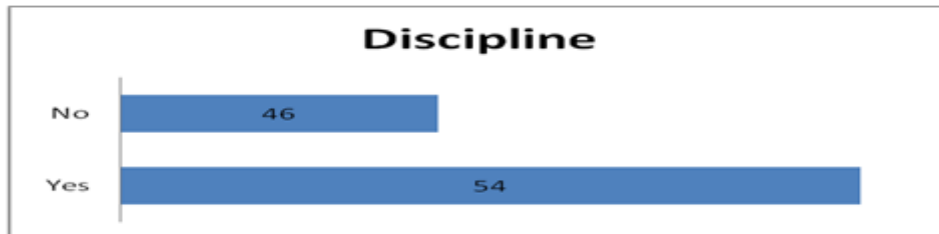
There are ways to measure Social Quotient like IQ & EQ. The parameters what constitutes Social Quotient – Self-confidence, Self-discipline, Service-orientation, Compassion and Selflessness is the five fundamental attributes that come together to build Social Quotient. These are taken by social and spiritual leaders like Sri Sai Baba, Mahatma Gandhi, The Dalai Lama, Mother Teresa and others in different contexts of education, morality & spirituality.

SQ Attribute	Characteristics	Behavioral manifestation
Self-confidence	Makes you aware of strengths and weaknesses, their impact and the ability to use & direct the strengths towards the goal.	1. Using strength to overcome weakness 2. I ‘Can-do’ spirit.
Self-discipline	Not compromising on values and principles, constant learning. Evenness of thoughts, words and action.	1. Self practice 2. Control in speech. 3. Careful with resource usage of any kind.
Service orientation	A passion to work for reason beyond delivering a task. Driven by excellence. A propensity to serve rather than merely transact or “do the job”, going beyond to ensure satisfaction.	1. To take charge 2. Working towards satisfaction of all. 3. Pleasing manner even in stressful situations
Compassion	Deep understanding of people’s difficulties and challenges. Having empathy, sympathy and forbearance.	1. Kindness in thoughts 2. Softness in words 3. Approachable. 4. Treating everybody equally
Selflessness	The natural attribute to give and share. Expressing love towards all and to sacrifice self interests.	1. Putting all stakeholders’ welfare first 2. Humbleness, modesty. 3. Rewarding others and appreciative

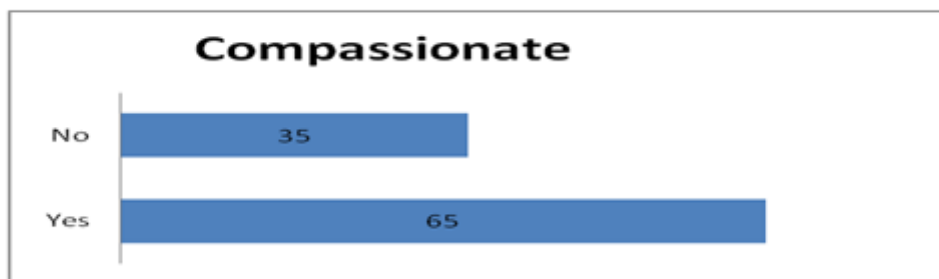
VII. PRIMARY RESEARCH

A questionnaire was asked to fill by 100 working HR professionals from different service oriented organizations. 50 males and 50 females were asked to fill questionnaire. The questionnaire was formed taking help of the information which was available on internet, books and other research papers.

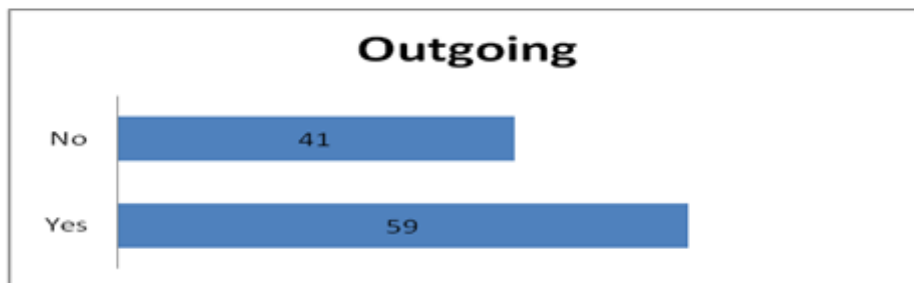
Findings



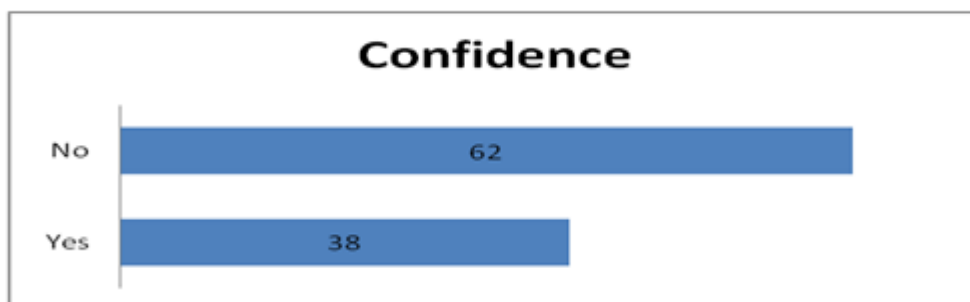
54% of professionals believe that Women are more disciplined.



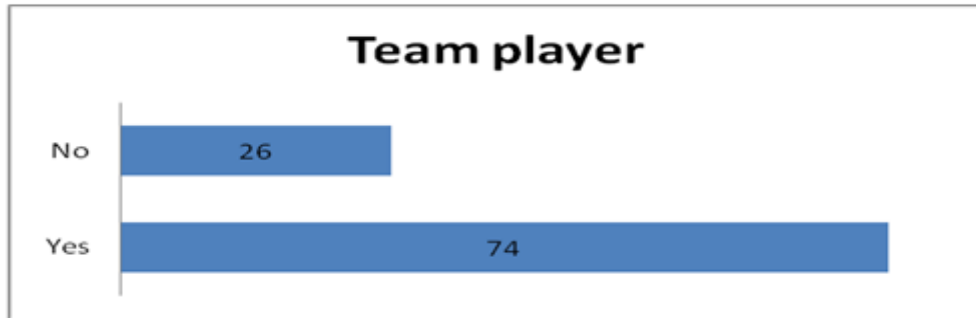
65% of professionals believe that Women are more compassionate



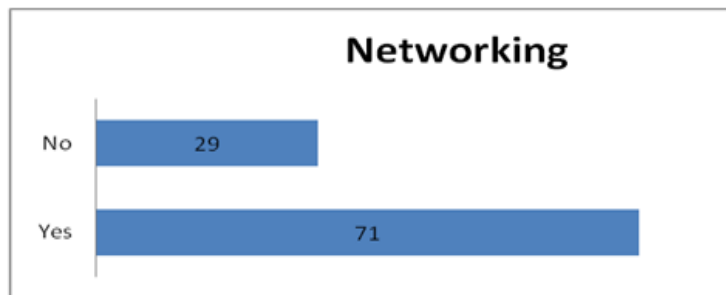
59% of professionals believe that Women are more outgoing



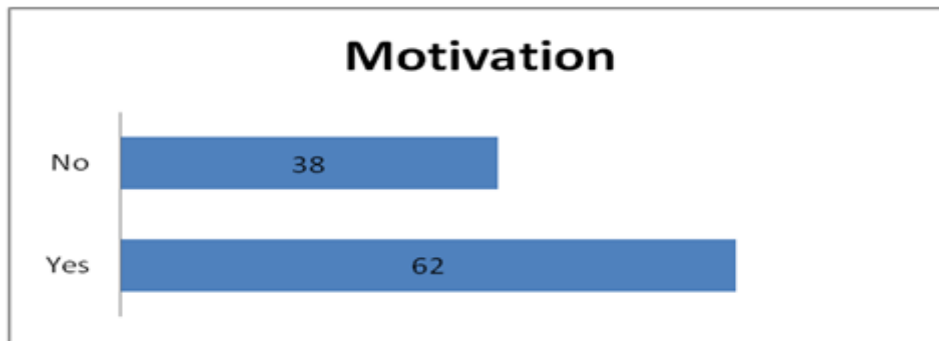
38% of professionals believe that Women are less confident



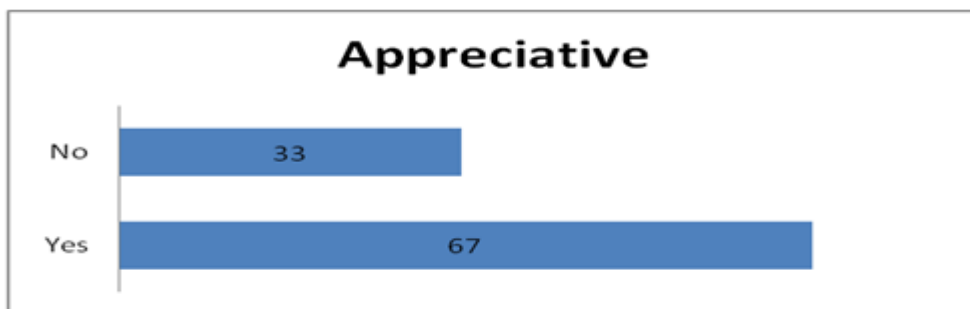
74% of professionals believe that Women are team players.



71% of professionals believe that Women are good in rapport building & networking skills



62% of professionals believe that Women are motivators



67% of professionals believe that Women appreciate good work

VIII. RECOMMENDATIONS --- HOW CAN WORKING WOMEN ENHANCE THEIR SOCIAL INTELLIGENCE

It takes effort and hard work to be a person having a good social Quotient by adhering to pay more attention to the social world around us. Some tips are

- Be an Extrovert
- Be Lively in Adverse Situations

- Give Respect Take Respect
- Should have good Written and Oral Expression
- Have a Good Sense of Humor
- Be Acceptable as a Leader

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