



Emotional Intelligence and Parenting Effectiveness among Working Women

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Abstract

The increasing participation of women in the workforce has brought significant changes in family roles and responsibilities. Working women are expected to manage professional commitments along with household responsibilities and parenting roles. In this context, emotional intelligence has emerged as an important personal capability that may help women understand and regulate their emotions, respond appropriately to the emotions of others, and maintain healthy interpersonal relationships. Parenting effectiveness is influenced not only by the time available to parents but also by their emotional awareness, communication, patience, adaptability, and ability to respond to children's needs. The present conceptual paper examines the significance of emotional intelligence in enhancing parenting effectiveness among working women. The paper discusses the concept of emotional intelligence, its major dimensions, the challenges faced by working women in balancing professional and family responsibilities, and the role of emotional intelligence in parenting. It also highlights the possible relationship between emotional intelligence, parent-child interaction, communication, emotional support, and children's overall well-being. The study concludes that developing emotional intelligence may enable working women to manage competing responsibilities more effectively and contribute positively to a supportive family environment and effective parenting.

Keywords: Emotional Intelligence, Parenting Effectiveness, Working Women, Work-Family Balance, Parent-Child Relationship, Emotional Well-Being.

Introduction

As the workforce has changed, more women have entered professional employment. Today, women contribute significantly to the economic and social development of families and organizations. Yet many working women also continue to carry important family responsibilities, especially household management and parenting. Balancing professional duties with family expectations can create emotional and psychological challenges. Parenting is an important responsibility. It involves understanding children's needs, providing emotional support,

establishing appropriate discipline, communicating effectively, and creating a secure family environment. The effectiveness of parenting, however, is not determined only by the amount of time spent with children. The quality of interaction, emotional availability, communication, patience, and responsiveness also play an important role. Emotional intelligence has gained importance in this context because it involves the ability to recognize, understand, regulate, and appropriately express emotions. A working woman with higher emotional intelligence may be better equipped to manage workplace pressure and family responsibilities without allowing negative emotions to adversely affect parent-child interactions. Combining employment and parenting may require women to make continuous adjustments between professional and family roles. Work pressure, long working hours, deadlines, commuting, changing work schedules, and family expectations can all affect emotional availability. Emotional intelligence may therefore serve as an important personal resource, helping working women manage these demands and maintain effective relationships with their children.

Concept of Emotional Intelligence

Emotional intelligence is the ability to recognize and understand one's own emotions and the emotions of others, and to manage emotional responses in an appropriate way. It helps individuals handle interpersonal situations, stress, conflict, and changing circumstances effectively. Emotional intelligence matters for working women because professional and family environments make different emotional demands. At work, women may have to deal with deadlines, colleagues, supervisors, customers, and organizational expectations. At home, they may need to respond to children's emotional needs, academic concerns, behavioural changes, and family responsibilities. An emotionally intelligent person can generally identify emotional reactions before responding to a situation. That awareness can support better decision-making and reduce the likelihood of reacting impulsively during stressful moments.

Dimensions of Emotional Intelligence

Self-Awareness

Self-awareness is the ability to recognize one's own emotions, strengths, weaknesses, and emotional reactions. For working women, this awareness can help them see whether workplace stress, fatigue, frustration, or anxiety is shaping how they interact with family members.

Self-Regulation

Self-regulation means controlling and managing emotional responses. Working women may face pressure from both professional and personal responsibilities. Being able to regulate emotions can help them respond calmly to difficult situations instead of reacting immediately out of frustration or anger.

Motivation

Motivation is the internal drive that encourages individuals to achieve their goals. A motivated working woman may be able to stay committed to both professional and family responsibilities while managing competing demands.

Empathy

Empathy means understanding other people's feelings and perspectives. In parenting, empathy allows mothers to understand their children's emotions, concerns, fears, and expectations. That understanding may encourage children to communicate more openly with their parents.

Social Skills

Social skills are the ability to communicate, cooperate, build relationships, and manage interpersonal interactions. Effective communication matters in parenting because children need guidance, encouragement, emotional support, and constructive feedback.

Working Women and Work–Family Responsibilities

Working women often take on several roles at once. They may be employees, mothers, spouses, daughters, caregivers, and household managers. When the demands of one role interfere with another, these combined responsibilities can create role pressure. Professional responsibilities may include fixed deadlines, extended working hours, shift schedules, organizational targets, and workplace expectations. Family responsibilities may include preparing children for school, supporting academic activities, attending to children's health and emotional needs, and spending quality time with family members. The challenge is not necessarily having multiple roles, but managing them effectively. Emotional resources become especially important when women have to move between professional and family environments.

Concept of Parenting

Effectiveness Parenting effectiveness is the ability of parents to provide appropriate emotional, social, behavioural, and developmental support to their children. Effective parenting involves communication, emotional support, guidance, discipline, encouragement, monitoring, and responsiveness to children's needs. Effective parenting does not mean parents must be perfect. Instead, it means building a supportive relationship in which children feel secure, valued, understood, and guided. For working women, parenting effectiveness may depend on how well they manage the interaction between professional and family responsibilities. Even when time is limited, emotionally meaningful interaction can still contribute to the quality of the parent-child relationship.

Role of Emotional Intelligence in Parenting

Emotional intelligence can play a meaningful role in parenting because parenting involves continuous emotional interaction. Children may express happiness, anger, disappointment, fear, frustration, or anxiety. Parents need to understand these emotions and respond appropriately. A working woman with good emotional awareness may recognize when she is stressed or tired and avoid letting workplace frustration spill into family interactions. Emotional regulation can help her respond to children's behavioural challenges with greater patience. Empathy can also improve the quality of parent-child communication. Instead of immediately judging a child's behaviour, an empathetic parent may try to understand the reason behind it. That approach can promote trust and open communication. Emotional intelligence may therefore contribute to parenting through improved emotional regulation, empathy, communication, conflict management, and relationship building.

Emotional Intelligence and Parent–Child Communication

Communication is one of the fundamental components of parenting. Children need opportunities to express their thoughts and feelings without fear of immediate criticism. Working women who demonstrate emotional awareness and empathy may create an environment in which children feel comfortable communicating their concerns. Effective communication can also help mothers understand changes in children's academic performance, friendships, behaviour, and emotional well-being. When communication is supportive, children may become more willing to seek guidance from their parents. In this way, emotional intelligence may contribute to parenting effectiveness by strengthening communication between mothers and children.

Emotional Intelligence and Emotional Support to Children

Children need emotional support during different stages of development. Academic pressure, peer relationships, examinations, changes in school environment, and personal experiences may create emotional challenges. Working mothers may sometimes experience difficulty providing emotional support because of professional responsibilities or fatigue. Emotional intelligence may help mothers recognize both their own emotional condition and the emotional needs of their children. An emotionally responsive parent can acknowledge a child's feelings while also providing appropriate guidance. This may contribute to the development of confidence, emotional security, and healthy interpersonal relationships among children.

Challenges Faced by Working Women in Parenting

Working women may face several challenges while managing professional and parenting responsibilities. Time constraints are one of the major challenges. Long working hours, commuting, work-related deadlines, and changing schedules may reduce opportunities for direct interaction with children. Emotional fatigue may be another challenge. Continuous professional and household responsibilities can result in physical and emotional exhaustion. When individuals experience high levels of stress, their ability to respond patiently to family situations may be affected. Role conflict may also arise when professional requirements and children's needs occur simultaneously. For example, an important work responsibility may coincide with a child's school-related requirement. These challenges highlight the importance of emotional management and supportive family and workplace environments.

Review of Literature

Șîțoiu and Pânișoară (2023) examined the relationship between parents' emotional intelligence, parenting style, and parental competence using data from 610 respondents. The findings indicated a significant positive association between emotional intelligence and parental competence. The study reported that approximately 15% of the variability in parental competence was explained by parental emotional intelligence. These results point to the importance of emotional awareness and emotional regulation in effective parenting.

A 2023 mixed-methods study examining an emotion-coaching programme among mothers of preschool children found significant improvements in maternal emotional intelligence and positive parenting behaviour. The intervention was also associated with improvements in children's attachment stability and reductions in children's overdependence on smart devices. These findings

suggest that strengthening mothers' emotional competencies can have implications not only for parenting behaviour but also for children's emotional and behavioural outcomes.

Liu and Sukor (2024) examined how work-family conflict, emotional intelligence, and psychological well-being relate to one another among working women, drawing on a systematic literature review. Their review singled out emotional intelligence as a factor that may moderate the harmful effects of work-family conflict and help women employees remain resilient. This matters most for working women who juggle professional and family responsibilities at the same time.

A 2024 study in Gender in Management looked at work-life balance, emotional intelligence, and mental health among 202 Indian managers. Emotional intelligence served as the moderating variable. The study found work-life balance positively associated with psychological well-being and mental health, and negatively associated with psychological distress. On this basis, the authors present emotional intelligence as an important personal resource for handling work-life demands.

Franzoi et al. (2024) conducted a systematic literature review of women's experiences returning to work after maternity leave. They identified work-life balance, women's mental and physical health, job-related well-being, and workplace support as key areas of concern. The review also stressed how workload, organizational policies, partner support, and family support shape women's experience of combining employment with family responsibilities.

A 2024 study of emotion-focused parenting through the Tuning in to Kids programme found that an online parenting intervention improved parents' emotion socialization and children's behaviour. These findings reinforce how much parents' emotional skills and emotion-focused parenting practices matter for positive child outcomes.

Basu and Chakraborty (2025) compared emotional intelligence between working women and homemakers, and examined emotional competency in relation to household management, quality of life, and social adjustment. Their work considered dimensions such as self-regulation, resilience, and emotional regulation, underscoring how relevant emotional intelligence is to women's capacity to manage multiple roles.

Problem Statement

Working women are increasingly expected to handle professional responsibilities alongside parenting and household duties. The demands of employment can create emotional pressure and leave less time and energy for family interactions. Under these conditions, the ability to understand and regulate emotions may become important for maintaining effective parenting. Emotional intelligence has drawn considerable attention in organizational and interpersonal contexts, but its relevance to parenting among working women still needs closer examination. This paper therefore focuses on how emotional intelligence may contribute to parenting effectiveness and positive parent-child relationships among working women.

Importance of Emotional Intelligence for Working Women

Emotional intelligence can offer working women several benefits as they manage professional and family responsibilities. Better emotional regulation: Emotional intelligence can help women notice stress and regulate their emotional responses before those responses affect family relationships. Improved communication: Understanding the emotions of children and other family members can

support more effective communication. Better conflict management: Emotional awareness and empathy can help working women handle disagreements constructively. Improved parent-child relationships: Emotionally responsive interactions may strengthen trust and emotional connection between mothers and children. Better work-family balance: Emotional intelligence may help women manage the emotional demands that come with different roles. Greater parenting confidence: Understanding children's emotions and responding appropriately may improve women's confidence in handling parenting challenges. Parenting Effectiveness and Children's Development The family environment plays an important role in children's emotional and social development. Children need emotional security, encouragement, guidance, and opportunities to communicate. Positive parental interaction can support the growth of confidence, social skills, emotional regulation, and responsible behaviour. Parenting effectiveness may also shape how well children deal with challenges. When children receive appropriate emotional support from parents, they may find it easier to express their concerns and seek guidance. For working women, then, effective parenting may depend not only on managing available time but also on making sure the time spent with children includes meaningful emotional interaction.

Suggestions

Working women may benefit from developing greater awareness of their emotional responses and identifying situations that create stress or frustration. Organizations can support working women by providing flexible working arrangements, employee assistance initiatives, family-friendly policies, and appropriate work schedules. Families can contribute by sharing household and caregiving responsibilities rather than placing the entire burden on working women. Parents can establish regular communication time with children, even when professional responsibilities restrict the amount of time available. Schools and organizations can also create awareness programmes that encourage parents to understand children's emotional and developmental needs. Future empirical studies can examine the relationship between emotional intelligence and parenting effectiveness by considering factors such as working hours, shift schedules, occupational stress, family support, number and age of children, and work-family balance.

Conclusion

Emotional intelligence is a key personal skill that can assist working women in handling the emotional challenges that come with both their professional and family roles. Raising children involves qualities like patience, empathy, good communication, emotional awareness, and the ability to manage reactions during difficult situations. These traits are closely connected to the aspects of emotional intelligence. Women often face difficulties when trying to balance their careers and parenting duties. Factors such as job stress, limited time, unpredictable work hours, and emotional exhaustion can affect how they interact with their families. Building emotional intelligence can help women understand and deal with these challenges while keeping strong, supportive relationships with their children. Good parenting is not just about the time spent with children, but also about the quality of communication, emotional support, empathy, and how responsive a parent is. Because of this, emotional intelligence can be seen as a valuable factor in improving parenting skills for working women. This paper offers a background for future



research. Further studies could explore how emotional intelligence impacts parenting effectiveness among working women in various jobs and work setups. Special focus might be given to women in high-pressure fields and those with irregular work schedules, as these situations can add extra difficulties in managing family life.

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