

## **EMOTIONAL INTELLIGENCE AND HRD CULTURE: A STUDY IN THE CHAINING SCENARIO**

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### **ABSTRACT**

Emotion and culture both are related to each other. As, culture governs the emotion and emotion accelerates the culture. Emotional intelligent executives are versatile and adaptive to the changing business environment. They help to gain a competitive edge; manage to perform well year after year; maximize productivity; excel in terms of creativity, innovation and several other dimensions of performance. There is growing emphasis on developing people at all levels in the fast changing scenario; where its success depends on human competency and the readiness to accept all round changes. Emotional intelligent executives display dedication and commitment. Being respectful, confrontational and experimental; they cooperate with the system and practice in sorting out the organization's problems and furthering its interests. They are not only comfortable to work at home but also across borders and cultures. Cultural diversity, cultural shock, cultural distance and cultural dependency are meaningless to them. They have very high degree of cultural empathy. This paper examines the dynamics of emotional intelligence in the chaining scenario and degree of its orientation toward HRD culture.

**KEY WORDS:** Cultural dependency, Cultural diversity, Cultural empathy, Emotion and culture, Cultural governance.

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