

**EMOTIONAL INTELLIGENCE, LEADERSHIP STYLES, AND
CONFLICT RESOLUTION STYLES OF BARANGAY
CAPTAINS OF DISTRICT 1, CAVITE**

THESIS

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**EMOTIONAL INTELLIGENCE, LEADERSHIP STYLES, AND CONFLICT
RESOLUTION STYLES OF BARANGAY CAPTAINS OF
DISTRICT I, CAVITE**

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ABSTRACT

GAGALANG, BILLIE D. AND PENOBLAR JERMIELYN YVON R. Emotional Intelligence, Leadership Styles and Conflict Resolution Styles of the Barangay Captains of District I, Cavite. College of Arts and Sciences, Department of Social Sciences and Humanities, Cavite State University, Indang, Cavite, March 2014.

This study was conducted at the municipalities of Cavite City, Kawit, Noveleta and Rosario from December 2013 to January 2014. Generally this study aimed to measure and correlate the emotional intelligence, leadership styles and conflict resolution style of Barangay Captains of District I, Cavite. Data were gathered through the use of three inventory questionnaires. Data were analyzed using frequency, percentage, mean, standard deviation, spearman correlation coefficient for ranked data and chi-square test for independence.

The findings of the study showed that the participants have above average emotional intelligence level. Furthermore, laissez faire leadership style was practiced by most of the participants with moderate level. The autocratic and democratic leadership levels of the participants were found to be in moderate level as well. On the other hand, the participants have high levels of competing, accommodating, collaborating and compromising conflict resolution styles. Only avoiding conflict resolution style was on the moderate level.

Further, result reveals no significant relationships were established between emotional intelligence and leadership styles, emotional intelligence and conflict resolution styles, and autocratic and laissez faire leadership styles to conflict resolution styles. Only democratic leadership style was found to be significantly related to conflict resolution styles of the participants.

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EMOTIONAL INTELLIGENCE, LEADERSHIP STYLES, AND CONFLICT RESOLUTION STYLES OF BARANGAY CAPTAINS OF DISTRICT I, CAVITE

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INTRODUCTION

Emotions are often thought of as irrational or “non-intellectual” feelings that are beyond our control. However, emotions are complex states of mind and body, consisting of physiological, behavioral, and cognitive reactions to situations that can be managed and directed. It is known that the emotional state has the potential to influence how people think (Hammond, n.d). Emotional Intelligence is defined by Goleman (2003) as the ability to recognize and regulate emotions in oneself and others. In everyday language, it is termed as “street smarts” or that uncommon ability referred to as “common sense” (Stein, 2011). Caruso, Mayer and Salovey (2002) stressed that the ability for a leader to identify emotions and feelings within people allows them to accurately identify the emotions of peers and groups, to express emotions accurately, and to differentiate between honest and phony emotional expressions (Elliot, 2003). On the other hand, leadership has been defined as interpersonal influence exerted in a situation and directed using communication system towards the attainment of specific goals. Tannenbaum