

## **ROLE OF RESILIENCE AND EMOTIONAL INTELLIGENCE IN PREDICTING WORK-LIFE BALANCE AMONGST JUDICIAL OFFICERS**

**Bani Narula**

Assistant Professor, Department of Psychology, Panjab University, Chandigarh, India

**Aditi Trikha**

Post-Graduate student, Department of Psychology, Panjab University, Chandigarh, India

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### **ABSTRACT**

The ensuing study aims to investigate the role of emotional intelligence and resilience in shaping work-life balance perceptions among members of the judiciary. Sample incorporated 55 judges from the High Court, New Delhi. Brief Resilience Scale, Brief Emotional intelligence scale and Work-Life Balance scale was used. The results revealed that emotional intelligence significantly predicts work-life balance among judicial officers. The regression model yielded a R value of 0.319, indicating a positive relationship between EI and work personal life enhancement, and an  $R^2$  value of 0.102, suggesting that EI accounts for 10.2% of variance in work personal life enhancement scores. Emotional intelligence coefficient (0.192,  $p = 0.018$ ) and intercept (7.102,  $p = 0.021$ ) were both statistically significant, underscoring the meaningful contribution of EI to enhancing work-life balance. These findings suggest that fostering emotional intelligence may be a viable strategy for promoting professional sustainability within the judiciary.

**Keywords:** *Resilience, Emotional Intelligence, Work-Life Balance, Judiciary, regression analysis.*

### **INTRODUCTION**

“Emotional intelligence is not the opposite of intelligence, it is not the triumph of heart over head—it is the unique intersection of both.”

— *Daniel Goleman*

In contemporary judicial settings, work-life balance has emerged as a critical component influencing both employee well-being and organizational effectiveness (Jamadar, 2024; Inegbedion, 2024; Vidani et al., 2024). Judicial officers, due to the nature of their work involving substantial mental and emotional demands, often face challenges in maintaining equilibrium between professional obligations and personal life domains (Jamadar, 2024; Taylor & Francis, 2024). Work-life balance is defined as the deliberate management and perceived compatibility between work responsibilities and nonwork activities, enabling growth in accordance with life priorities (Gragnano, 2020; Inegbedion, 2024). Recent literature emphasizes that achieving work-life balance allows individuals to fulfil roles in both professional and personal spheres without adverse consequences on either (Bello et al., 2024; Inegbedion, 2024).

Psychological resilience, a pivotal factor in occupational contexts, refers to the process and outcome of successfully adapting to challenging life experiences through mental, emotional, and behavioural flexibility (APA, 2024; Tandfonline, 2024). Resilience enables individuals to cope effectively with adversity, recover from stressors, and maintain optimal functioning in the face of setbacks (Southwick, 2014). In judicial populations, resilience is linked to better

management of job-induced stress and faster recovery from psychological distress, promoting sustainable well-being and performance (Jamadar, 2024; Tandfonline, 2024).

Emotional intelligence, another important variable, is defined as the ability to perceive, understand, regulate, and utilize emotions in oneself and others to navigate social complexities and make informed decisions (Sharma, 2024; Coronado-Maldonado, 2023). EI encompasses skills such as emotional recognition, self-motivation, empathy, and adaptive emotion management (Sharma, 2024). In judicial settings, higher emotional intelligence has been associated with improved interpersonal relations, enhanced stress management, and increased overall well-being (Coronado-Maldonado, 2023; Landry, 2019).

This paper seeks to examine the predictive role of resilience and emotional intelligence in attaining work-life balance among judicial officers. By integrating contemporary definitions and drawing on recent research, the study addresses how these psychological constructs contribute to judicial wellness and sustainable workplace functioning.

## REVIEW OF LITERATURE

According to a study conducted by Jain et al. (2023) examined the impact of resilience on work-life balance and to analyse gender differences in work-life balance. A purposive sampling technique was used to select 102 working professionals (66 males and 36 females) aged between 35 and 45 years. The findings indicated a significant correlation between resilience and work-life balance. However, no significant difference was found between males and females in terms of work-life balance.

A study conducted by Afread (2023) explored the extent to which emotional intelligence predicts work-life balance and examined the relationship between emotional intelligence and work-life balance among teachers in self-financing arts and science colleges in and around Villupuram district, Tamil Nadu. A descriptive survey research design was employed, utilizing structured questionnaires as the research instrument. The sample consisted of 300 participants selected through a convenience sampling technique. The findings revealed that emotional intelligence significantly predicts work-life balance ( $R^2 = 0.119$ ,  $p < 0.01$ ) and that a significant positive relationship exists between the two variables.

According to a study conducted by McGuire (2023) examined how resilience, emotional intelligence and age are interconnected among students in health care professional programs. The researchers utilized convenience sampling to gather participants enrolled in health care courses at a mid-sized public university located in the southeastern United States. A total of 199 students took part in the study, which included 178 females (89.4%) and 21 males (10.6%). The overall results of the study revealed a significant predictive relationship between EI, age, and resilience. The outcomes from the multiple linear regression analysis were significant.

Mohamed et al. (2025) conducted a study to explore the role of emotional intelligence in managing academic stress, building resilience, and facilitating the transition experience among health sciences students in Northern Emirates. The study also examined the potential associations between GPA and levels of emotional intelligence, stress, and resilience. Regression analysis revealed that emotional intelligence was a significant predictor of both resilience and stress levels. Additionally, GPA was positively linked to emotional intelligence and resilience. These findings highlight the crucial role of emotional intelligence in helping health sciences students cope with academic stress and enhance their resilience during transitional phases.

## **Purpose**

The present study aims to predict work-life balance among judicial officers based on their levels of emotional intelligence and resilience.

## **Hypothesis**

H1: It is expected that Emotional Intelligence would predict Work/Personal Life Enhancement.

H2: It is expected that Emotional Intelligence would predict Work Interference with Personal Life (WIPL)

H3: It is expected that Emotional Intelligence would predict Personal Life Interference with Work (PLIW)

H4: It is expected that Resilience would predict Work-life Balance.

## **METHODOLOGY**

### **Sample:**

The study comprised 55 judges from the High Court, each possessing a minimum of 10 years of judicial experience. Participants were selected using a purposive sampling technique, and majority were drawn from New Delhi, while a few respondents represented neighbouring jurisdictions to enhance representativeness.

### **Inclusion criteria:**

- Judges currently serving in the High Court or having held equivalent judicial positions for at least 10 years.
- Individuals actively engaged in judicial proceedings and administrative responsibilities at the time of data collection.
- Willingness to provide informed consent and complete all research instruments honestly.
- Age range between 45 to 60 years, ensuring mature professional and emotional development.

### **Exclusion criteria:**

- Judges currently on medical leave or unwilling to participate voluntarily were excluded from the study.

## **Tests & Tools**

- **Brief Resilience Scale (BRS-6)**

Developed by Smith et al. (2008), the BRS is a six-item self-report measure designed to evaluate an individual's capacity to recover from stress and adversity.

- **Brief Emotional intelligence Scale (BEIS)**

The BEIS-10, formulated by Davies, Lane, Devonport and Scott (2010), is a concise 10-item measure that assesses emotional intelligence in adults. It is a shortened version of the original 33-item scale by Schutte et al. (1998).

• **Work-Life Balance Scale**

Hayman's (2005) Work-Life Balance Scale comprises of 15 items distributed across three dimensions- Work Interference with Personal Life (WIPL), Personal Life Interference with Work (PLIW), and Work/Personal Life Enhancement (W/PLE).

**Results & Discussion**

**Table 1:** Depicting Regression among variables and model coefficients (WPLE)

| Model | R     | R <sup>2</sup> |
|-------|-------|----------------|
| 1     | 0.319 | 0.102          |

*Note.* Models estimated using sample size of N=55

| Predictor | Estimate | SE     | t    | p     |
|-----------|----------|--------|------|-------|
| Intercept | 7.102    | 2.9835 | 2.38 | 0.021 |
| EI        | 0.192    | 0.0785 | 2.45 | 0.018 |

The present study sought to examine the predictive role of emotional intelligence and resilience in determining work-life balance among judicial officers, a professional group often subjected to high occupational stress and emotional demands. Correlational analysis revealed a positive, though statistically non-significant, association between resilience and EI ( $r = 0.156$ ). Resilience also demonstrated negative correlations with Work Interference with Personal Life ( $r = -0.243$ ) and Personal Life Interference with Work ( $r = -0.074$ ), neither of which reached statistical significance. A modest positive correlation was observed between resilience and Work-Personal Life Enhancement ( $r = 0.117$ ), though this too was not significant. Notably, EI showed a statistically significant positive correlation with WPLE ( $r = 0.319$ ,  $p < .05$ ), suggesting that higher emotional intelligence may enhance the positive integration of work and personal life. EI also exhibited negative associations with WIPL ( $r = -0.089$ ) and PLIW ( $r = -0.115$ ), but these relationships were not statistically significant. A key finding was the significant negative correlation between WPLE and WIPL ( $r = -0.471$ ,  $p < .001$ ), indicating that greater work-life enhancement is linked to reduced interference from work into personal life. Additionally, a positive correlation between PLIW and WIPL ( $r = 0.219$ ) suggests a reciprocal relationship, where disruptions in one domain may exacerbate interference in the other.

Besides the relationship, the present focussed to investigates the extent to which resilience and emotional intelligence serve as predictors of work-life balance among judicial officers. The regression analysis revealed a statistically significant positive relationship between EI and Work-Personal Life Enhancement as indicated by an R value of 0.319. This finding suggests that individuals with higher emotional intelligence are more likely to experience beneficial spillover from their professional responsibilities into their personal lives. Such individuals tend to manage stress effectively, maintain healthy interpersonal relationships, and derive greater satisfaction from their work, thereby enhancing overall well-being. The R<sup>2</sup> value of 0.102 indicates that EI accounts for 10.2% of the variance in WPLE, highlighting its meaningful contribution while acknowledging the influence of additional factors.

Further analysis of model coefficients demonstrated that both the EI coefficient (0.192,  $p = 0.018$ ) and the intercept (7.102,  $p = 0.021$ ) were statistically significant, reinforcing the role of emotional intelligence in promoting positive work-life integration. Results prove only the first hypothesis i.e.; It is expected that Emotional Intelligence would predict Work/Personal Life Enhancement and rejects the rest of three hypothesis.

From an applied standpoint, these results highlight the importance of integrating emotional intelligence development into judicial training and wellness initiatives. Interventions such as emotional regulation workshops, resilience-building programs, and mindfulness-based emotional awareness training can strengthen judges' coping mechanisms, reduce burnout, and foster long-term professional sustainability. Institutional policies that recognize and support emotional well-being can further enhance overall job satisfaction and organizational effectiveness within the judicial system. In nutshell, fostering emotional intelligence is not only beneficial for individual judges but also contributes to a more balanced, empathetic, and resilient judiciary.

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