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## **Enhancing Ethics at workplace through Emotional Intelligence: An Exploratory Study on Business Organizations in India**

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**Abstract:** Emotional intelligence is gaining prevalence in all the walks of personal and professional lives of individual as well as the organizations. With the increasing demands of the world of work, these tiny clusters of abilities and aptitudes help an individual adapt better and manage a meaningful work life with enhanced values and ethical standards. It is desirous on the part of the organizations to tap this potential and lead the company towards an ethical work environment leading to effective performance and heightened satisfaction. With this forethought in mind, the current paper sets out to examine the relationship between the dimensions of emotional intelligence and ethics at workplace in Indian business organizations. The results suggest that emotional intelligence and its dimensions are significantly related to ethics at workplace and variables of emotional intelligence namely, self awareness, interpersonal connectivity and emotional regulation have a predictive relationship with ethics at workplace.

**Keywords:** Emotional intelligence, ethics; self-awareness, interpersonal connectivity, emotional regulation

### **INTRODUCTION**

India's reputation has swung from that of a land of great opportunity to that of a country with an uncertain future. At the beginning of the 21<sup>st</sup> century, the image of the country as the largest democracy and the emerging global power is at its peak. Today there are very few developing countries that are as well placed as India to take advantage of the phenomenal developments that have occurred in technology, international trade, capital movement and the deployment of skilled manpower (Jalan, 2005). In addition to this, it is the only country in the world

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