

---

## The Impact of Leaders Emotional Stability on the Retention of Employees

**E. Jalaja**

Professor and Principal,  
Netaji School of Management, Hyderabad, India.

**CITATION:** Jalaja, E. (2016), "The Impact of Leaders Emotional Stability on the Retention of Employees", *MERC Global's International Journal of Management*, Vol. 4, Issue 1, pp. 15-18.

**ARTICLE HISTORY:** Submitted: April 20, 2015, Revision received: September 16, 2015, Accepted: October 12, 2015

**ARTICLE TYPE:** Short communication

### ABSTRACT

*Emotions at the workplace are playing a pivotal role in the entire organisation. Emotions are associated with specific events or occurrences in the workplace among the employees. Emotions are the feelings, including experiences, love, care, anger, trust, panic, fear, joy, grief, excitement, depression, etc. Even though emotions are expressed by all in every occasion, the way they express their emotions outwards differ from one individual to another. Leaders, especially carry a major role in influencing the individuals in the organisation. They must have some control over the emotions they carry, and they express before the team members, to enhance and develop the team spirit among the employees. Leaders play a key role in the retention of the employees in the organisations. The present scenario is struggling to retain the employees as the attrition levels all over the world are high. It is becoming a big challenge for the HR managers in the industries to develop strategies, which will boost the employee satisfaction levels, which in turn will enhance the retention rate of the employees. Especially this attrition rate is highest in the Indian Information technology industry. This paper aims to understand the emotional stability of the team leaders and its impact on the retention of the employees in the Indian Information technology industry. The paper also throws light on whether the leader's emotional stability can retain its employees in the organisation or not. Consequently, this paper is also an attempt to verify whether the women or men leaders have a high emotional stability.*

**KEYWORDS:** Retention, Leaders, Emotional stability.

### REFERENCES

1. Bennis (1989, pp. 45), cited in Terrence Mech, Gerard B. McCabe (1998) Leadership and Academic Librarians. pp. 56.
2. Chaturvedi. M and Chander, R. (2010), "Development of emotional stability scale", *Industrial Psychiatry Journal*, Jan-Jun, 19(1), pp. 37-40.
3. Frandsen, A. N. (1961), *Educational Psychology: The principle of learning in Teaching*, McGraw-Hill Book Company, Inc. New York.
4. Hockenbury, D. H. and Hockenbury, S. E. (2007), *Discovering Psychology*, New York: Worth Publishers.
5. Kumar, Parsanjeet (2013), "A Study of Emotional Stability and Socio-Economic-Status of Students Studying in Secondary Schools", *International Journal of Education and Information Studies*, Vol. 3, No. 1, pp. 7-11.
6. Scott, J. A. (1968), "On the Interpretation of Factor Analysis", *Psychological Bulletin*, 70 (5), pp. 361-364.
7. Sterens, Cardyn (2010), "Strong Leaders Build Strong Trust", Leading Performance, available at, <http://www.leadingperformance.com.au/resources/bulletins/2008/0702/text.html>.