

# ISSUES AND GAPS IN EMOTIONAL INTELLIGENCE STUDIES

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**Abstract:** Emotional intelligence study is vital in the working environment to determine employee competency. However, understanding the issues and gaps are the biggest challenge for organization and researcher. This paper will uncover the Issues and gaps in emotional intelligence profiling for competency profiling in an international context. Three (3) Gaps will be addressed in this paper, namely: The empirical gap, followed by the theoretical gap and the practical gap. From the issues and gaps, further research and concept can be developed to solve today's issues related to emotional intelligence and competency.

**Keywords:** Emotional Intelligence, Issues, Gap, and EI profiling.

## 1. INTRODUCTION

The impact of the Covid-19 pandemic, international rivalry, technological disruption, and demand is crafting a more concentrated, tempestuous, multifaceted, and undefined organizational setting. Crafting new methods of competitive benefit has become the central part of distress for management in such an undefined and competitive organizational setting [1]. In the modern world, emotional competence and performance factors have always become the major obstacles preventing organizations from producing competent employees that fit into dynamic industrial movements [2].

As a result of the Covid-19 pandemic, dynamic technological change, and industrial revolution, organizations need to adapt and align to their objectives and strategy to encounter changes and the industrial revolution [3]. Covid-19 has a profound effect on working conditions, individual mental health, and social interactions between individuals, groups, and organizations, resulting in a "psychological pandemic"; as a result, various mediations are expected to be implemented to improve this situation [4].

The emergence of the technological and dynamic industrial revolution creates high demand, particularly in addressing the aspect of human capital [3 & 5]; related competency elements, such as emotional and social intelligence, must be developed to humanize the technological process.

Emotional intelligence, in brief, understanding, is defined as "the ability to effectively reason about emotions and use emotions to aid cognitive processes and decisions" [6]. Emotional intelligence is a significant predictor of competency and performance [7]. The contribution of emotional intelligence in human resource development is how emotional and social aspects help an individual sustain and develop healthy personalities and communication to adapt to dynamic industrial criteria. The emerging issue in digital emotional intelligence studies and practices has become a critical concern in the 21<sup>st</sup> Century. Not only for the government but also impacted many industries. Digital emotional intelligence will become new digital age competency to measure organizational performance.

However, there is still a lack of integration of emotional intelligence components in assessing the ability to adapt to new digital skills [8].

## 2. PROBLEM STATEMENT

As a result of the Covid-19 pandemic, dynamic technological change, and industrial revolution, organizations need to adapt and align to their objectives and strategy to encounter changes and the industrial revolution [3]. Covid-19 has a profound effect on working conditions, individual mental health, and social interactions between individuals, groups, and organizations, resulting in a "psychological pandemic"; as a result, various mediations are expected to be implemented to improve this situation [4].

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The contribution of emotional intelligence in human resource development is how emotional and social aspects help an individual sustain and develop healthy personalities and communication to adapt to dynamic industrial criteria. The emerging issue in digital emotional intelligence studies and practices has become a critical concern in the 21<sup>st</sup> Century. Not only for the government but also impacted many industries. Digital emotional intelligence will become a new set of digital age competencies to measure organizational performance. However, there is still a lack of integration of emotional intelligence components in assessing the ability to adapt to new digital skills [8].

Numerous organizations pay little attention to emotional intelligence as the best predictor for 21<sup>st</sup>-century competencies. Employee survival in 21 century is based on employees' emotional intelligence in adapting to the

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