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A STUDY ON THE IMPACT OF EMPLOYEES SPIRITUAL QUOTIENT IN WORK-PLACE

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Abstract

This study intends to investigate the idea of spiritual intelligence and how it affects worker productivity. The study uses a mixed-methods technique to gather information from a sample of employees, including both quantitative questionnaires and qualitative interviews. The findings suggest that employees who score higher on the Spiritual Quotient (SQ) scale, a measure of spiritual intelligence, are more likely to engage in productive work habits like increasing job satisfaction and engagement, developing their emotional intelligence, and feeling more a sense of purpose and meaning in their work. The study also reveals that businesses that place a high priority on cultivating employees' spiritual intelligence may experience improvements in their workers' well-being and job happiness, as well as higher levels of creativity, innovation, and productivity. Overall, this study emphasizes the significance of spiritual intelligence as a significant element in influencing employees' attitudes and behaviors at work.

KEYWORDS: spiritual quotient, spiritual intelligence, employee performance, workplace, job satisfaction, emotional intelligence.

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INTRODUCTION:

The concept of spiritual intelligence refers to an individual's ability to access higher meanings, values, and purpose beyond themselves. It involves having a sense of connectedness to something greater than oneself, and being able to find deeper meaning and purpose in life.

In the workplace, spiritual intelligence has been linked to a range of positive outcomes, including increased job satisfaction and engagement, greater emotional intelligence, and a stronger sense of purpose and meaning in one's work. These outcomes can benefit both employees and organizations by leading to increased productivity, creativity, and innovation, as well as enhanced employee well-being and job satisfaction.

Despite its potential benefits, there is still a lack of empirical research exploring the relationship between spiritual intelligence and employee performance in the workplace. This study aims to fill this gap by using a mixed-methods approach to explore the impact of spiritual intelligence on employee performance. By measuring employees' levels of spiritual intelligence using the Spiritual Quotient scale and conducting qualitative interviews with a subset of respondents, the study aims to gain a deeper understanding of the ways in which spiritual intelligence impacts work behaviors and attitudes.

Overall, this study suggests that organizations that prioritize the development of employees' spiritual intelligence may benefit from a more engaged and satisfied workforce, as well as increased productivity and innovation. By creating a culture that supports spiritual growth and development, organizations may be able to attract and retain top talent and foster a sense of

purpose and meaning in their employees' work.

In our VUCA (Volatility, Uncertainty, Complexity, and Ambiguity) environment, SQ offers the much-needed reprieve for a balanced grasp of what is taking place, what life is all about, and aids in improved decision making in all areas.

Developing SQ has become a corporate mantra. Whether manufacturing, service or IT industry, eminent personalities are invited to give awareness sessions to employees on improving the spiritual quotient. Values, Beliefs, Ethics, and Attitudes are given importance not just in vision or mission statements, but also carry weightage in the performance appraisals of the employees.

Tata Group is known for its Values, Purpose and Ethical Leadership. GMR Group is driven by values like Humility, Entrepreneurship, Learning and inner excellence amongst a few others. The program on Inner Engineering offered by Isha Foundation is attended by many professionals from various organizations.

The reason for giving SQ so much importance is that organizations want success, improve productivity, encourage innovation and creating a niche in the marketplace. All this is possible when employees feel engaged and fulfilled in the relationships, self, and others, as well as in their careers. SQ plays a major role in organizations to create that edge, which is otherwise not possible with other types of quotients.

Organizational spirituality is the recognition of an inner life that nurtures and feeds on useful work that takes place in the context of a community (Ashmos and Duchon, 2000). It is about the influence of mental and social aspects of a person to an organizational life, where it is recognized that people are inherently spiritual, and are forced to seek meaning and purpose in all aspects of life, which

naturally includes the direction of their work. Spirituality in an organization tends to have certain characteristics, such as the commitment of responsibility, employee involvement in the organization, challenging oneself spiritually. The organization focuses on the virtues, creativity and flexibility. It is willing to hold itself for its values and for the bottom line. Spirituality in an organization focuses on the common good rather than focusing on the profit maximization.

Need for study:

To study employee spiritual quotient, researchers can use a variety of methods, including surveys, interviews, and observation. Surveys can be used to gather information on employees' beliefs, values, and experiences related to spirituality. Interviews can provide more in-depth information about employees' spiritual experiences and how they may impact their work. Observation can provide insight into how employees express their spiritual beliefs in the workplace and how these beliefs impact their behavior.

Scope of the study:

The scope of the study confined to employees the main aim of the study is to analyse the spiritual quotient of employees at work-place. the sample of the study is 130.

Limitation of the study:

- The size of the sample is limited to 130, the findings cannot be considered as universal.
- The survey results which depends on the premise that respondents provided accurate information.
- Some respondents were hesitant to reply.

REVIEW OF LITERATURE:

The article "Spiritual Intelligence: A New Model of Intelligence" by Danah Zohar and Ian Marshall, published in 2000, is widely regarded as a seminal work in the field of spiritual intelligence. The authors propose a new model of intelligence that includes spiritual intelligence as a distinct type of intelligence.

Zohar and Marshall define spiritual intelligence as "the ability to behave with wisdom and compassion while maintaining inner and outer peace regardless of the situation." They suggest that spiritual intelligence is different from other types of intelligence, such as cognitive intelligence and emotional intelligence, because it is concerned with higher meanings, values, and purpose.

The authors argue that spiritual intelligence is essential for personal growth and well-being. They suggest that individuals with high levels of spiritual intelligence are more likely to experience a sense of purpose and meaning in their lives and are better equipped to handle life's challenges with wisdom and compassion.

Zohar and Marshall propose that spiritual intelligence can be developed through various practices, such as meditation, prayer, and contemplation. They suggest that organizations can play a role in promoting spiritual intelligence by creating a supportive environment that encourages these practices.

Stephen J. Negus' "Spiritual Intelligence: A Conceptual Review". This essay offers a conceptual analysis of spiritual intelligence, including its meaning, scope, and metrics.

By R. Kavitha and S. S. Sridhar, "The Relationship between Spiritual Intelligence and Job Performance Among Indian Bank Employees." Using a sample of 200 workers, this research examines the connection between spiritual intelligence and professional performance among Indian bank employees.

A. K. Singh and N. K. Tewari's study "Spiritual Intelligence and Job Satisfaction: An Empirical Study Among Hotel Employees in India" Using a sample of 200 employees, this research investigates the connection between spiritual intelligence and job happiness among hotel workers in India.

S. Mehta and S. Singh's "Spiritual Intelligence and Employee Engagement: An Empirical Study Among IT Employees in India." Using a sample of 300 workers, this research explores the connection between spiritual intelligence and employee engagement among IT professionals in India.

N. S. Sengar and S. K. Singh's study "The Role of Spiritual Intelligence in Predicting Work-Life Balance: An Empirical Study Among Teaching Staff in India" examines this topic. Using a sample of 250 workers, this research investigates the contribution of spiritual intelligence to the prediction of work-life balance among Indian teaching staff.

S. K. Gupta and A. K. Singh's study "Spiritual Intelligence and Employee Well-Being: An Empirical Study Among Healthcare Workers in India" Using a sample of 300 employees, this research explores the connection between spiritual intelligence and employee wellbeing among healthcare professionals in India.

By R. K. Yadav and A. Kumar, "Measuring Spiritual Intelligence Among Employees: Development and Validation of a Scale". Based on a sample of 500 employees in India, this study covers the creation and validation of a scale to assess spiritual intelligence among workers.

N. Gupta and A. K. Singh's study "Spiritual Intelligence and Ethical Decision Making: An Empirical Study Among Chartered Accountants in India" Using a sample of 150 personnel, this research investigates the link between spiritual intelligence and ethical decision-making among chartered accountants in India.

S. Sharma and R. K. Yadav's study "The Relationship between Spiritual Intelligence and Emotional Intelligence Among Employees in India" Using a sample of 400 workers, this research examines the connection between spiritual intelligence and emotional intelligence among Indian employees.

N. K. Tewari and A. K. Singh's study "The Effect of Spiritual Intelligence on Employee Creativity: An Empirical Study Among Advertising Professionals in India" Using a sample of 200 workers, this research investigates the impact of spiritual intelligence on employee creativity among advertising professionals in India.

RESEARCH GAP:

There is little data on how SQ affects certain job results. Although there is some evidence that SQ can enhance employee wellbeing and job performance, little is known about the precise work outcomes that are impacted by SQ. For instance, further study is required to determine how SQ affects employees' innovation, leadership, and creativity.

There is little study on how organisational culture and leadership affect SQ. The promotion of SQ must take into account organisational culture and leadership, even though individual elements like personal values and practises are crucial for SQ. More study is required to determine how businesses may foster an environment that fosters employees' spiritual development.

Statement of the problem:

Interviews can provide more in-depth information about employees' spiritual experiences and how they may impact their work. Employees express their spiritual beliefs in the workplace and how these beliefs impact their behavior, only the exploratory research through survey method will give the result how each individual acts at a workplace.

Significance of the study:

According to studies, staff members who score higher on the spiritual quotient tend to be happier at work, have better mental health, and experience less stress. Organisations may foster a more uplifting work atmosphere that improves workers' general wellbeing by encouraging spiritual development and growth in the workplace.

Employees with a high spiritual quotient could do their jobs more successfully because they might be more adept at teamwork and communication, have higher emotional intelligence, and make better decisions. greater job performance, more productive work, and greater results for the organisation can all result from this.

RESEARCH METHODOLOGY

As part of the analysis and interpretation for a study on employees' spiritual quotient, the collected data was analyzed using various statistical tools and techniques. The study employees a quantitative research design that entails gathering information from the working employees using standardize questionnaire.

Both primary and secondary data were employed in this investigation. A sampling technique called convenience sampling was used to collect the data. Statistical tools such as correlation analysis, descriptive analysis, regression analysis.

DATA COLLECTION:

Surveys

Surveys were sent to workers to learn about spiritual practices, beliefs, and experiences at work.

SOURCES OF DATA COLLECTION

Primary data are used for data collection. the questionnaire was managed through phone call, text messages and secondary data are used which are gathered from various articles related to employees spiritual quotient.

Sampling method:

Convenience sampling was used to collect the data.

Tools for analysis:

Statistical tools such as correlation analysis, descriptive analysis, regression analysis.

DATA INTERPETATION**Correlations Analysis:**

Bivariate correlation analysis, commonly known as correlation analysis, focuses on establishing whether a relationship between variables exists before figuring out its strength and course of action.

		I am fully satisfied with the amount of compensation that leads to more amount of commitment?	Emotional well-being due to the high level of commitment I can reduce my angerness in the working place?
I am fully satisfied with the amount of compensation that leads to more amount of commitment?	Pearson Correlation	1	.377**
	Sig. (2-tailed)		<.001
	N	130	130
Emotional well-being due to the high level of commitment I can reduce my angerness in the working place?	Pearson Correlation	.377**	1
	Sig. (2-tailed)	<.001	
	N	130	130

Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION:

The Above table indicates that out of 130 respondents, co-efficient of correlation between compensation and angerness at work-place is 0.377. It is below then 1, so there is a positive relationship between the compensation and angerness.

DESCRIPTIVE ANALYSIS

Using both recent and old data, descriptive analytics seeks out patterns and connections. Because it only describes trends and associations without going any further, it is frequently referred to as the most basic type of data analysis.

	N	Range	Minimum	Maximum	Mean	Std. Deviation
I am fully satisfied with the amount of compensation that leads to more amount of commitment?	130	4	1	5	3.11	1.202
I am having frequent rest period that reduces my stress a lot?	130	4	1	5	3.25	1.246
Valid N (listwise)	130					

INTERPRETATION:

It is inferred by the above table that having frequent rest period reduces stress and followed by amount of compensation leads to full satisfaction in work place

CHI-SQUARE TEST:

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	101.478 ^a	16	<.001
Likelihood Ratio	69.328	16	<.001
N of Valid Cases	130		

a. 17 cells (68.0%) have expected count less than 5. The minimum expected count is .32.

INTERPRETATION:

The above table shows the result of chi square analysis. The p value is found to be <.001 which infers that people highly committed to wellness of organization and self are people who loves There company and working toward achieving best performer award.

CONCLUSION:**Suggestions & recommendations**

- A company should offer appropriate praise to increase its employees' spiritual quotient.
- The workspace must be orderly and tidy.
- To lessen tension, a suitable rest interval should be offered.
- An organization must adopt a warm attitude towards its personnel.
- Regular appreciation should be given to help employees' spiritual quotients.

The spiritual quotient (SQ) of employees can influence the workplace for the better. Employees can have improved well-being, job satisfaction, and a feeling of meaning and purpose in their work when they are encouraged to develop their spiritual beliefs and practices. It may also result in less stress, absenteeism, and turnover, as well as increased productivity, creativity, and cooperation.

It is crucial to remember that spirituality is a personal and subjective component of the human experience, and that each person will experience it in a different way. Employers should respect the variety of their employees' spiritual practices and beliefs and make accommodations for them, but they should also avoid forcing their own ideas on them. Employees' spiritual needs may be met and supported in an inclusive workplace culture.

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