

A DESCRIPTIVE STUDY ON RELATIONSHIP BETWEEN SPIRITUAL INTELLIGENCE AND JOB SATISFACTION AMONG EMPLOYEES WITH SELECTED IT SECTOR

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ABSTRACT

The main objective of this study is to investigate the relationship between spiritual intelligence and job satisfaction of employees. This study is carried out to understand whether relation exists between spiritual intelligence and job satisfaction. The conceptual model for the study has been adapted from the western literature. Spiritual intelligence boosts the work satisfaction which boosts the morale of the worker and motivates them to perform better. The integrated spiritual intelligence scale (ISIS scale) consisting of 32 questions and job satisfaction survey (JSS scale) consisting of 16 questions has been use to collect our primary data. The research design adopted was descriptive in nature. Initially a pilot study was conducted to get an idea about the questionnaire research methodology. The pilot study conducted identified that the questionnaire had reliability as the internal consistency score were high. For the actual research a probability convenience sampling was used and 150 completed questionnaires were collected. After collecting the data of 150 respondents, analysis and interpretation was performed using ANOVA, Kruskall wallis test, Multiple regression. From the result, it is understood that a Positive relationship is established between the variables of Spiritual intelligence and Job Satisfaction.

Key words: Employee, Job satisfaction, Spiritual Intelligence

1. About the paper

The present study entitled “A Descriptive Study on Relationship between Spiritual

Intelligence and Job Satisfaction among employees with selected IT Sector” is intended to measure the levels of spiritual intelligence, job satisfaction and life satisfaction among employees (Low, middle and top-level managers) working in the company. The study also intends to find out the impact of spiritual intelligence on job satisfaction and life satisfaction, the nature and extent of relationship between spiritual intelligence (independent variable) and job satisfaction (dependent variable), between spiritual intelligence (independent variable) and life satisfaction (dependent variable) and also the nature and extent of relationship between job satisfaction (independent variable) and life satisfaction (dependent variable).

2.About Spiritual intelligence

SI may be a widely used phrase to explain perceptions, motivations, capabilities, abilities and cognitions. The 2 classical concepts of spirituality and intelligence are well blended during a single modern concept, viz., spiritual intelligence, without having much to do with either spirituality or traditional concept of intelligence. Spirituality on its own refers to the look for and knowledge of the sacred, ultimate meaning, higher-consciousness and transcendence; SI emphasizes the skills that draw on such themes to predict functioning and adaptation. Therefore, even as EI is different from emotionality, SI is different from spirituality, spiritual experiences and spiritual beliefs. Spiritual intelligence has wide selection of applications in psychology, sociology, new age science, neurotheology and increasingly within the field of labor psychology.

3.Factors related to spiritual intelligence

Spiritual intelligence involves a group of abilities that draw on resources spiritual. Whereas spirituality refers to the design for, and experiential elements of, the sacred, ultimate meaning, higher consciousness, and transcendence, spiritual intelligence emphasizes the talents that draw on such themes to predict functioning and adaptation. ISIS may be a 45-item short forms. ISIS has shown satisfactory factor structure, internal consistency, test-retest reliability, and constructs validity. It contains 22 subscales assessing separate SI capabilities related to Beauty, Discernment, Egolessness, Equanimity, Freedom, Attitude, Gratitude, Higher-self, Holism, Immanence, inner-wholeness, Intuition, Joy, Mindfulness, Openness, Practice, Presence, Purpose, Relatedness, Sacredness, Service, Synthesis and trust. These 22 subscale are grouped into 5 domains: Truth, Grace, Transcendental

awareness, Consciousness.

4.Scope of the study

The study of relationship between spiritual intelligence and job satisfaction focuses on knowing their inner consciousness and knowing themselves better to lead a peaceful life as well as in the job environment. The reason for this study is that now days employees are switching to other organization for various reasons like higher pay, Promotion, Working in shifts, Supervision, Rewards and recognition, Co-works, Operating procedure, Communication and Nature of work etc.

The main motive of the employees is to do a stress-free job. The people are ready to work for any job but in a peaceful environment. When that is not acquired for IT sectors, the concept drives me to do research on IT employees, where all these job factors are related with spiritual intelligent to know whether spiritually qualified employees are satisfied in their job or not. If an employee peruse some spiritual qualities that person can excel in any field of job environment not particularly in IT sector. This research involves in identifying the overall spiritual intelligence score and then comparing with various job satisfaction factors like Pay, Promotion, Rewards, Co-workers, Nature of work, Communication etc.,

5.Need of the study

1. By knowing spiritual quality, they may lead a satisfied job.
2. Using their inner consciousness, one can handle problems and take decision promptly that reduce the work stress.
3. Being spiritually intelligent, one can empower their team with lots of innovative and creativity.
4. Makes the employees to feel pleasant at job environment.
5. To elaborate how the various factors of spiritual intelligence has an impact on job satisfaction of employees.

6.Review of Literature

1. **Rastegar et al. (2012)** studied the connection between spiritual intelligence and job satisfaction of employees in banking system of Iran and located no significant

relationship between these two variables.

2. **Soleymani et al. (2012)** conducted a study entitled “Relationship of job ethics with job satisfaction and job stress of employees in vocational education organization of Tehran”. Their findings showed that there is a significant positive relationship between employees' perception of work ethics and job satisfaction, while there is a significant negative relationship between employees' perception of work ethics and job stress.
3. **Kauor (2013)** studied spiritual intelligence in high school teachers and its relationship with job satisfaction. The results indicate an enormous positive relationship between spiritual intelligence of teachers and their job satisfaction. No significant difference was reported between private and state high school teachers in terms of spiritual intelligence and job satisfaction. The results of this study also showed that spiritual intelligence and job satisfaction aren't suffering from gender.

7. Objectives of study

1. To study about the relationship between spiritual intelligence and job satisfaction among employees
2. To study about the demographic profile of the respondents.
3. To evaluate the perception of employees towards factors related to spiritual intelligence of the employees working with the company.
4. To analyze the level of satisfaction of the employees towards activities of the company.
5. To find the impact of spiritual intelligence towards job satisfaction.

8. Sampling method

The two major methods are probability and non-probability sampling technique. The study requires probability method since the sample was chosen or random. Hence the study was addressed sample random tool, which is one among the foremost popular method sampling.

Sample size: 150

9. Analysis and Interpretation

Anova

Comparison between educational qualification and level of acceptance towards the

spiritual intelligence

Ho: There is a significant difference between educational qualification and level of acceptance towards the spiritual intelligence

H1: There is no relationship between gender and level of acceptance towards the spiritual intelligence.

Table 1

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Truth	Between Groups	.920	2	.460	3.374	.037
	Within Groups	20.034	147	.136		
	Total	20.954	149			
Grace	Between Groups	3.636	2	1.818	3.640	.029
	Within Groups	73.420	147	.499		
	Total	77.056	149			
Transcendence	Between Groups	1.674	2	.837	.700	.498
	Within Groups	175.882	147	1.196		
	Total	177.556	149			
Conscious	Between	3.171	2	1.585	4.37	.01

ness	Groups				4	4
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Interpretation:

- There is no significant difference between educational qualification and Truth (0.037), Grace (0.029), Consciousness (0.014) with reference to spiritual intelligence.
- There is a significant difference between Transcendence (0.498), and Meaning(0.116) and educational qualification with reference to spiritual intelligence

Kruskal-wallis test

Comparison between gender and level of acceptance towards the spiritual intelligence

Ho: There is a significant difference between educational qualification and level of acceptance towards the spiritual intelligence

H1: There is no relationship between gender and level of acceptance towards the spiritual intelligence.

Table 2

Test Statistics ^{a,b}					
	Truth	Grace	Transcendence	Consciousness	Meaning
Chi-Square	.892	.020	3.568	2.492	8.041
Df	1	1	1	1	1
Asymptotic Sig.	.345	.888	.059	.114	.005

a. Kruskal Wallis Test
b. Grouping Variable: Gender

Interpretation:

- There is no relationship between Truth (0.345), Grace (0.888), Transcendence (0.059), Consciousness (0.144), and gender with reference to spiritual intelligence.
- There is a relationship between Meaning (0.005), of the respondents and gender with reference to spiritual intelligence.

Multiple regression

Impact of spiritual intelligence towards job satisfactionTable:

H0:- Null Hypothesis: There is no relationship between of spiritual intelligence and job satisfaction

H1:- Alternative Hypothesis: There is a positive relationship between of spiritual intelligence and jobsatisfaction.

Table 3

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.592 ^a	.351	.328	.36004
a. Predictors: (Constant), Meaning , Truth, Grace, Transcendence, Consciousness				

Regression coefficient is 35% of variations in the dependent variable (JS) which is explained by independentvariable (SI)

10.Findings

1. Employees said every time they tend to think about the future or past without

attending present, every time being right is important to the employee, every time they don't know how to just be themselves in interaction with others, every time they want to be treated as special.

2. The respondents said every time they are feeling free even when they seem to have very few choices, employees said they never bring a feeling of joy to the activities, said they never notice and appreciate the sensuality and beauty of the daily life, They never find ways to express the true self creatively, never disconnected from nature in daily life, employee never remember grateful for the abundance of positive things in the life, never feels life is a gift, and trying to make the most of each moment, and also said their actions are never aligned with the values.
3. The respondents said sometimes employee goals and purposes extend beyond material world, employee never have a daily spiritual practice such as meditation or prayer that draw on to address life challenges, they never tap into and draw on a storehouse of stories, quotes, teachings, or other forms of time-proven wisdom in difficult moments, they never take a wide view or holistic perspective to gain insight in daily problems, employee never pay attention to which cannot be put into words, such as indescribable sensual or spiritual experiences in his day-to-day task.
4. The respondents said they never pause several times to step back, observe, and reassess the situation in meeting or conversation, they never look for and try to discover the blind spots, even in the midst of conflict, Employee never look to find connection in common ground, they never listen to the gut feeling or intuition in making important choices, never thinking about how the personality fits with the work role, and employees said sometimes they listen deeply to both what is being said and what is not being said.
5. The respondents said they never search for a meaningful life, employee work is never in alignment with the greater purpose, they never feel like their work is in service to the larger whole, employee never derives meaning from the pain and suffering in the life, and they never see advancing in career as the main reason to do a good job.

11.Suggestions

1. Human resource manager should formulate strategies for developing and increasing employees' spiritual intelligence, because it was found a significant positive

relationship between employees' spiritual intelligence and work satisfaction.

2. These strategies could help increase employees' work satisfaction, which can result in higher productivity, organizational commitment, and organizational efficiency as well as loyalty, presentism, and less absenteeism and punctuation.
3. Managers of the organization should educate the employees about the parameters of spiritual intelligence in their education workshops.
4. Managers must be capable in spiritual intelligence in regard to importance of spirituality and its significant role in training and education as well as ethics and morality.

12.Conclusion

Spiritual intelligence is that the mind's capacity to handle substantial and spiritual aspects of life. According to previous studies, spiritual intelligence are often effective within the promotion of various variables. One such variable is organizational commitment. Organizational commitment may have potentially serious effects on an organization's function and may be a serious influence on its effectiveness. This study explores the relationship between spiritual intelligence and job satisfaction among the employees of the company. The main objectives of the study is to evaluate the perception of employees towards factors related to spiritual intelligence of the employees working with the company and to find the impact of spiritual intelligence towards job satisfaction. For this purpose a sample of 150 was collected from the respondents were one-way Anova, Kruskal wallis test and Multiple regression were used as statistical tools to analyse the data. The conclusion is that the factors grace, transcendence and meaning related to spiritual intelligence have impact on job satisfaction of employees working with the company.

13.References

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