



Spiritual Quotient in the Work Life of Teaching Faculty: A descriptive study

KEY WORDS

quality work life, Spiritual Intelligence, Spiritual Quotient

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ABSTRACT

College teachers as mentors of future generations with very vulnerable minds have a very huge responsibility entrusted to them, as they are required to exhibit humble behaviour and be epitome for the young minds. This study aims to assess the Spiritual Intelligence among teaching faculty in educational institutions in Coimbatore city, Tamil Nadu. The study was based on primary data to be collected from a sample of 60 teaching faculty will be taken up for the study. Analysis was done using various statistical techniques and the results of the study reveal that there exists positive relationship between Spiritual Quotient with quality work life of the teaching faculty.

INTRODUCTION

In the beginning part of the twentieth century, it was presumed that a person high on mental intelligence (IQ) will succeed in his life. Later in mid 1990s it was found that a person high on emotional intelligence (EQ) with IQ being the same is bequeathed with the capacity to manage his own and others' emotions better. Emotional Intelligence is considered to be a very formidable tool to an employee to manage relationships and achieve success at workplace. Towards the end of the twentieth century, it was highlighted that spiritual intelligence (SI), also SQ for short is necessary for effective functioning of IQ and EQ. Wigglesworth; Cindy (2012) defines spiritual intelligence as "the ability to behave with wisdom and compassion, while maintaining inner and outer peace, regardless of the situation". Employing SQ one is enabled to discriminate between 'right' and 'not right' in the given framework of a society or a situation, listening to inner voice. People who are spirituality intelligent link their everyday life to their work. They seek value and meaning in their work and try to achieve desirable results. Thus, it seems like that people who are spirituality intelligent will be satisfied employees in workplace.

According to David King (2013) on his Practical Guide to Spiritual Intelligence, Spiritual Intelligence is the adaptive application of Spirituality in everyday life. It involves using spirituality in solving problems, make plans and adapt the life's challenges. In psychological perspective, spiritual intelligence is a set of mental abilities which contribute to the awareness, integration, and adaptive application of the nonmaterial and transcendent aspects of one's existence.

David Kings (2008) Models of Spiritual Intelligence

- Critical Existential Intelligence is the capacity to critically contemplate the nature of existence. It refers to the thinking about one's existence that involves thinking about life and death, reality, consciousness, the universe, time, truth, justice, evil, and other metaphysical issues
- Personal Meaning Production is the ability to live a meaningful and purposeful life.
- Transcendental Awareness refers to the capacity of a person to identify transcendent dimensions of the self of others, and not subject to the limitations of the material universe.
- Conscious State Expansion refers to the ability to enter and exit higher or spiritual state of consciousness such as pure consciousness or a silent state without any object of thought, cosmic consciousness or awareness of the order of the entire universe, unity, and oneness or perception that all aspects of life are components of the same integrated and unified whole at one's own discretion.

Furthermore, spiritual quotient is the gamut against which we assess the usefulness one life path or the needs to change the particular direction one's actions are taking (Srivastava, Misra, 2012). According to Lynton and Thøgersen (2009) spiritually intelligent people have five characteristics: They recognize and apply their

values, they are industrious, they are in love with their work, and they are hard-working and aware from their cultural roots. People who are spiritually intelligent are more accountable, devoted, healthier and prolific for their organization. People would appear to be rational and show good performance when their spiritual intelligence is high.

Quality of life (QoL) means degree of excellence of one's life that contributes to benefit to the person himself and the society at large. Motives are arranged along an order from the higher level to the lower level. Those needs which have the greatest strength at any given time control behavior, affect quality of one's life and demand satisfaction. The behavior and QoL of a person depends upon the accomplishment of needs and motives throughout one's life. QWL involves both intrinsic and extrinsic aspects from the workplace. It affects personal attitudes and behaviors relevant to individual and group productivity, such as work motivation, adaptability to changes in the working environment, creativity and willingness to innovate and accept changes. Thereupon it is important to consider several factors affecting QoL: 1) satisfaction with the work performed; 2) possibilities for future in the organization; 3) recognition of achievements; 4) salary received; 5) benefits accrued; 6) human relationship within the group and the organization; 7) psychological environment and physical work; 8) freedom and responsibility to decide; and 9) possibilities to participate.

Review of Literature

A survey conducted by Smals (2011) among employees in the non-profit organization indicated that 83% of them agreed with the relationship between spiritual well-being and occupational performance. A study by Smith (2010) with regard to relationship between the self and spirituality occupational performance and motivation with the mediator of transformational leadership among the American soldiers showed that there is a positive relationship between spirituality and occupational performance.

Vander Walt (2007) conducted with 600 workers in South Africa to study the relationship between personal spirituality, organizational spirituality and occupational performance among people in the organization. The results of the study showed that there is a positive relationship between spirituality and occupational performance. Moore Davis (2007) performed a study of the impact of spirituality on leadership and occupational performance. In this study, the regression analysis was used to analyze the data, showed that spirituality is major factor in moving towards organizational effectiveness and occupational performance.

Nelms (2005) conducted a study on "The relationship between spirituality and the health of college students in a university setting". Undergraduate students enrolled in Personal Health and Wellness classes at the University of Tennessee, USA were selected to participate in this study. The researcher used a self-developed, reliable and valid instrument to measure spirituality; and health of

college students. The relationship between the self-reported level of spirituality and the health status of college students was found out. This study seems significant as it is an important step toward understanding the role of spirituality in the various dimensions of health among young adults. Nazam (2014) conducted a study on gender difference on spiritual intelligence among adolescents. The aim of the research was to measure spiritual intelligence among adolescents studying in two schools of Aligarh city. For this purpose, Spiritual Intelligence Self Report Inventory (SISRI-24) developed by D. King (2008) was administered to the sample of 60 respondents. Of these, 30 were male and 30 were female students. The main findings were as follows: Significant difference were found between the two groups, on subscales, namely, Personal Meaning Production (PMP), Transcendental Awareness (TA) and Conscious State Expansion (CSE), Critical Existential Thinking (CET) and composite scores on spiritual intelligence. Pant and Srivastava (2014) initiated the study on the "Effect of spiritual intelligence on mental health and quality of life among college students". The study was conducted on 50 Under Graduate and Post Graduate college students in Haridwar, Uttarakhand. The aim of the study was to examine the level of spiritual intelligence, mental health and quality of life the findings of the study revealed that spiritual intelligence and mental health are correlated significantly; there is a significant relationship between spiritual intelligence and quality of life.

Objectives of the study

- To study different dimension of spiritual intelligence among teaching faculty in colleges of Coimbatore district.
- To establish a relationship between SQ and QoL intelligence among teaching faculty in colleges of Coimbatore district.

Methodology

Along with the socio demographic data, Spiritual Intelligence Self Report Inventory (SISRI-24) developed by King (2008) was used to measure spiritual intelligence and QoL scale developed by Dubey, BL (2011) was used for data collection. SISRI-24 questionnaire contains 24 items and is answered based on 5-point Likert scale (high scores indicate high spiritual intelligence and vice versa). Cronbach's alpha coefficient of the questionnaire was found to be 0.86. QoL scale developed by Dubey, BL (2011) is answered based on 5-point Likert scale. Cronbach's alpha coefficient of the questionnaire in the present study was 0.89. Collected data were analyzed using descriptive statistics and inferential statistics. Total sample of 60 respondents were taken for this study. In this study non probability purposive sampling technique was used to select the sample from the population.

Findings

60 teaching faculty from colleges in Coimbatore were included in this study, whose ages ranged from 25 to 55 with average age being 41 years; Average years of experience of the respondents were 12 years, which ranged from 1 to 25 years.

Table-1 Mean and Standard Deviation of Dimensions of Spiritual Intelligence

Spiritual Intelligence Dimensions	Mean	Standard deviation
Overall spiritual intelligence	88.8	10.8
Critical Existential Thinking	24.5	5.5
Personal Meaning Production	17.6	4.5
Transcendental awareness	25.3	4.8
Ultimate of consciousness	18.9	5.2

Table-1 depicts that composite spiritual intelligence score is 88.8 and the dimension of the transcendental awareness component having a highest average of 25.3.

Table-2 Mean and Standard Deviation of Quality of life scores

Variable	Mean	Standard deviation
Quality of life	81.9	9.02

Table-2 shows that the Quality of life score is 81.9 with a standard deviation of 9.02.

Hypothesis: There is a significant relationship between spiritual intelligence with Quality of life of teachers.

Table-3 Correlation Coefficient between Spiritual Intelligence Dimensions with Quality of life scores

Variable		Quality of life	
		correlation coefficient	P Values
Spiritual Intelligence Dimensions	Critical Existential Thinking	0.36	0.002
	Personal Meaning Production	0.28	0.003
	transcendental an awareness	0.38	0.001
	Ultimate of consciousness	0.33	0.002

In accordance with Table-3 it can be inferred that the correlation coefficient are significant as the p values are significant at 1% and 5% level of significance. Hence there is significant correlation between spiritual intelligence with Quality of life.

Implications and Conclusion

Spiritual Intelligence, a unique intelligence that can be used to solve the problems and issues related to the meaning of life and values. People with such characteristics in the workplace have the ability to manage activities and events using spiritual resources to solve employment problems. As the results demonstrated, there was a significant, positive relationship between spiritual intelligence and Quality of life. Thus it can be stated that by controlling their occupational setting, improvement in the quality of work life can be brought about leading to more efficiency and effectiveness of the education institutions. Teachers' perception of their job can be enhanced through measures such as job enrichment, empowerment of teachers, and adding joy to work. By creating a friendly atmosphere based on cooperation and a sense of camaraderie among the staff which is kind of investment in an institution. Appropriate faculty development programs given to teachers to equip them to the changing demands of the education will upgrade increase the quality of life of the faculty, as well as, the students. Encouraging an optimum level of spirituality among teachers helps developing a pragmatic outlook on life and in enhancing satisfaction at work.

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