



DETERMINE THE IMPACT OF SPIRITUAL INTELLIGENCE ON THE JOB SATISFACTION AMONG THE IT EMPLOYEES

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ABSTRACT

The findings of this study will be useful to managers, administrators, curriculum developers, and other researchers who are interested in management education's philosophy and practises in order to better understand the issues surrounding employee attitudes and performance in the IT industry, as well as to introduce innovations and inventions in the IT sector in order to achieve organisational goals and bring out the best in employees. With this rationale in mind, this study will look into the relationship between several dimensions of spiritual intelligence, job happiness, and life contentment among IT professionals in Chennai. The researcher has let out three objectives such as to find out the relationship between socio-demographic and economic factors, spiritual intelligence and job satisfaction of IT employees, to understand the concept of the spiritual intelligence and job satisfaction in IT Employees, to analyze the relationship between spiritual intelligence and job satisfaction among the IT employees. If the study's recommendations, which are based on empirical findings, are implemented, it is expected that radical changes in organizational behavior will occur, as well as the development of spiritual competencies, enabling employees to deal with the complex situation in the industry and outside world.

Key Words: Spiritual Intelligence, Job Satisfaction, Life Satisfaction and Job performance.

DOI Number:10.14704/nq.2022.20.8.NQ44395

NeuroQuantology 2022; 20(8): 3661-3669

INTRODUCTION

In the first and second millennia, the concept of spiritual intelligence was hazy and superficial. The notion was formed as a discipline as part of behavioural science in the third millennium. The individual person, according to Banzan (1619–1691), is separated into two parts: a physical body and a spiritual intelligence, with the latter being the most

eISSN1303-5150

important. Yuan (Confucian scholar, 1635-1704) claimed that the voice (of God) is heard by the spiritual intellect rather than the fleshly ear. Bourignon (1616–80) came to the conclusion that man can progress from natural understanding to spiritual intelligence and then to celestial wisdom. He can look to the Lord, be linked with Him, and thus live to eternity, if he has both intellect and understanding. Man,

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according to Besant (1900), is a spiritual intelligence who has taken flesh in order to gather experience in worlds below the spiritual, in order to master and dominate the mind in later centuries and take his position in the universe's creative and directing hierarchies. He is everlasting and uncreated spiritual intelligence, travelling a huge cycle of human experience, born and reborn on earth century after millennium, steadily growing into the ideal man (Besant,1900).

Spiritual intelligence is crucial in the development of a person's value system. The study of organisational spiritual intelligence aids in the enhancement of any organization's value system. This research aims to raise awareness among employees about the importance of conducting a value audit of the company, which will analyse the employees' spiritual intelligence and, as a result, the company's value barometer. The study aims to determine the relationship between spiritual intelligence, job satisfaction, and life satisfaction, which provides a holistic view of work as a component of life. Work values have a minor impact on job satisfaction; however, the morale element generated from job satisfaction has a large impact. Workplace value, on the other hand, has a substantial impact on employee morale. As a result, we can deduce that work morale is a partial mediator of job satisfaction, and that work-value influences job satisfaction via work-morale. It should be highlighted that multinational firms functioning in regional centres with a dynamic character, a diverse culture, and a proactive commitment to developing a pleasant work atmosphere require full understanding and a more proactive strategy. The efficacy of the company and the employee's work will be enhanced by a thorough awareness of the job and life with a meaningful vision. Because spiritual intelligence gives employees a happy attitude, facilitating spiritual intelligence in the workplace will bring out the best service from them.

REVIEW OF LITERATURE

Khoshtinat (2012) The association between spiritual Intelligence and religious coping in university students was investigated. The sample size was 400, and the data was analysed using the t-test, Pearson correlation test, chi square, and logistic correlation tests. Spiritual intelligence and its components, such as existential status of critical thinking, personal interpretation, divine consciousness, and transcendental consciousness, were found to be significantly greater than average among male and female students, according to the study. Spiritual intelligence is linked to spirituality and values, and as a result, it can empower a person with a sense of change and conversion, as well as assist him or her in resolving cultural and spiritual issues. In terms of the ability to upgrade and renew spiritual intelligence, it is possible to transform it and help students solve their problems related to God, as well as prepare them to solve their cultural and social problems better and more effectively, just as it is possible to transform and help other intelligence. **Shabani et al., (2012)** Spiritual and emotional intelligence were studied to see if they could be used to predict mental health. The study also looked into the role of gender in the relationship between spiritual and emotional intelligence and mental health in high school pupils. There were 247 high school pupils who took part in the study (124 male and 123 female, in the age range between 14-17 years old). Ex post facto research was used to investigate the alternative possibilities. Spiritual intelligence, emotional intelligence, and mental health were all assessed using three valid and reliable measures. The data was analysed using descriptive statistics, multiple regression analysis, and moderated regression analysis. Spiritual intelligence and emotional intelligence both have an impact on mental health, according to the findings. Furthermore, no evidence of gender's moderating effect on the connection between spiritual and emotional intelligence and mental health was found. **Maheshwari (2015)** asserted that spiritual knowledge aided in the determination of life's



purpose. It aided in reducing the detrimental effects of perceived workplace stress. The study, which sought to determine the level of occupational commitment of women in India, focused on the spiritual intelligence of the inhabitants and its relationship to their level of occupation dedication. Workplace spirituality was defined as a profound sense of meaning that boosted employee enthusiasm and productivity. Spirituality appears to boost residents' job dedication, according to one study. Spirituality aided in the development of the capacity to tolerate, adapt, and care, allowing the inhabitants to comprehend the situation and remain calm and focused.

Mohammad (2015) Teachers' work satisfaction and performance have a favourable association, according to research. The working environment of teachers have a positive correlation with their job performance. There is a link between teachers' passion to teach and their performance on the job. There is a link between working conditions and teacher motivation. Based on these findings, it can be stated that job happiness, working circumstances, and teacher motivation all promote favourable improvements in teacher performance at school. Regression analysis and correlation were used to discover the link between the two variables. The findings of this study show that improving teacher job satisfaction and work environment has a favourable impact on teachers' motivation and performance.

STATEMENT OF THE PROBLEM

The findings of this study will be used to design appropriate training for the development of spiritual intelligence in the business, providing personnel with a holistic view of the industry

and life. The growth of spiritual intelligence will be a valuable human resource asset to the firm.

OBJECTIVES OF THE STUDY

- To find out the relationship between socio-demographic and economic factors, spiritual intelligence and job satisfaction of IT employees.
- To understand the concept of the spiritual intelligence and job satisfaction in IT Employees
- To analyze the relationship between spiritual intelligence and job satisfaction among the IT employees

METHODOLOGY

Data were collected through well-designed questionnaires on the various components of spiritual intelligence, job satisfaction. Information on spiritual intelligence of the IT professionals was collected through interview schedule from 100 respondents. Stratified random sampling was used to select IT organizations and employees.

HYPOTHESIS OF THE STUDY

1. **Null hypothesis:** There is no significant association between level of spiritual intelligence and level of job satisfaction among the IT employees
2. **Null hypothesis:** There is no significant relationship between demographic profile of IT employees and Job satisfaction.

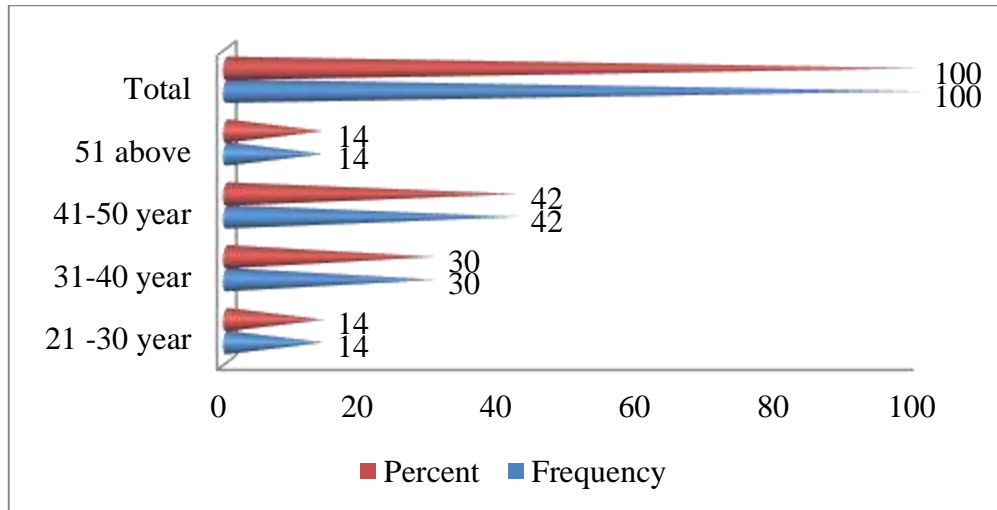
DATA ANALYSIS AND INTERPRETATION

Percentage analysis is one of the statistical analysis used to illustrate the sample in terms of their demographic characteristics such as age, gender, marital status, educational qualifications, designation, job profile, monthly income, total work experience in years, number of years of work experience in the present organization and number of training attended.

Chart-1: Age wise classification of the Respondent

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The above chart 1 indicates age wise classification of the respondents, out of 350 respondents, 50(14.3%) of the employees are belong to 21-30 years age group. 118(33.7%) of the respondents are belong to 31-40 years of age group. 129(36.9%) of the respondents are belong to 41-50 year of age group. 53 (15.1%) of the respondents are belong to above 51 years of age group. In the present study found

the majority of the employees are belonging to 41-50 year of age group.

The below chart 2 shows that the gender wise classification of the employees such as male and female respondents. Out of 350 respondents, 229 (65.4%) of the respondents are male and 121 (34.6%) of the respondents are female. Hence the majority 65.7% of the employees were male for take into the consideration of the present study.

Chart-2: Gender wise classification of the Respondents

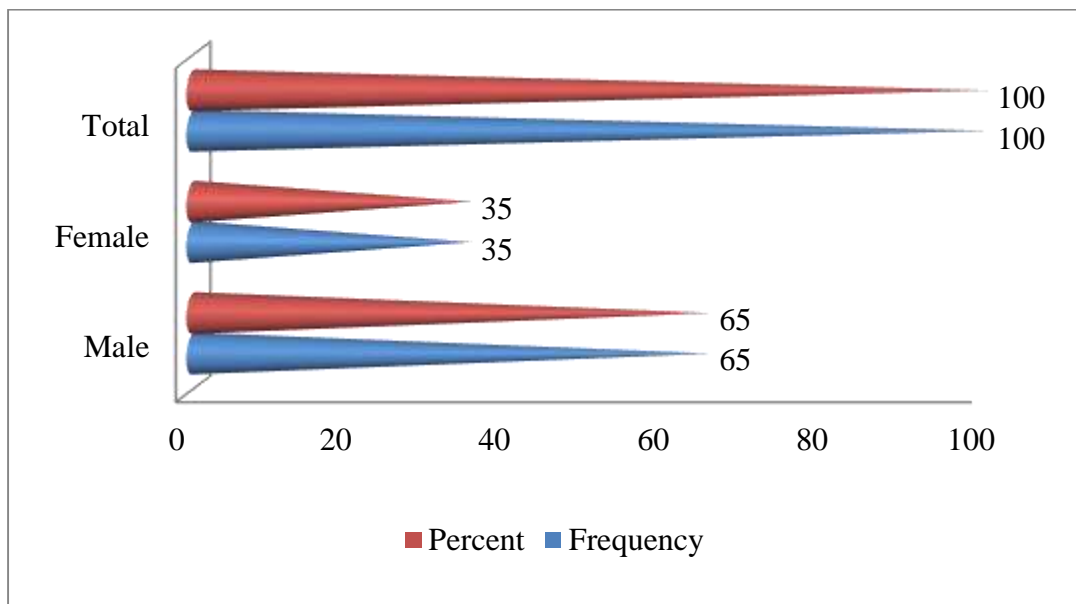
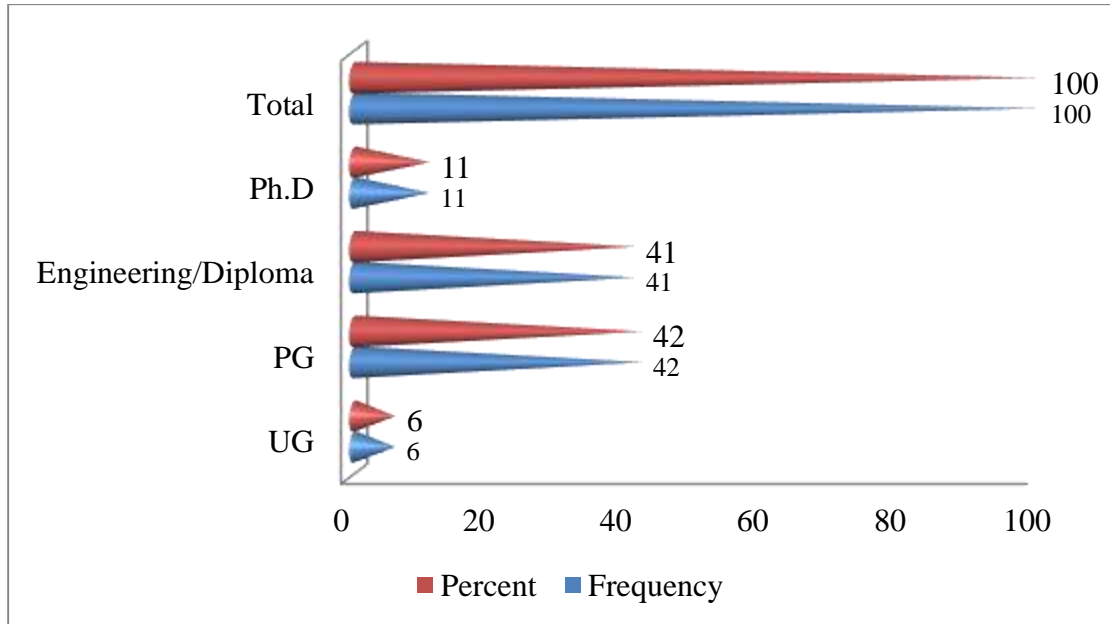


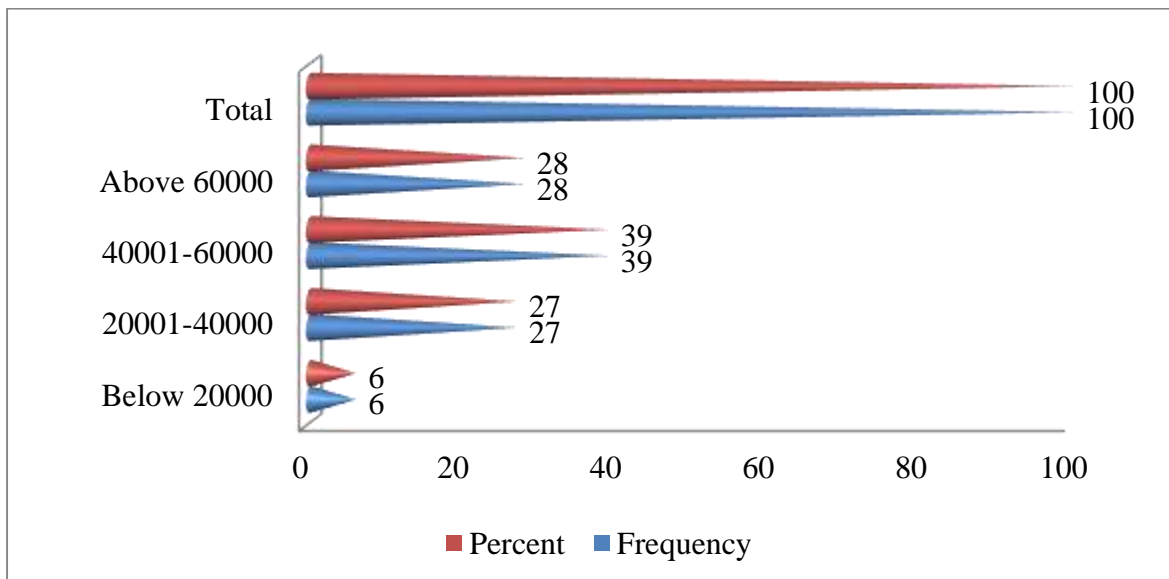
Chart-3: Educational Qualification of the Respondent



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The above chart 3 indicates the educational qualification of the employees such as UG, PG, Engineering/Diploma and Ph.D. Out of 350 respondents, 16(4.6%) of the employees were qualified in UG. 144(41.1%) of the employees were qualified in PG. 159(45.4%) of the employees were qualified in Engineering/Diploma. Rest of 31(8.9%) of the employees were qualified in Ph.D. Hence, the majority 45.4 % of the employees were qualified in Engineering/ Diploma and PG Degree.

Chart -4: Monthly Income wise classification of the respondents



The above chart 4 shows that the monthly income of the respondents. Out of 350 respondents, 17(4.9 %) of the respondents are getting income below Rs.20000 per month. 112(32%) of the respondents are getting income Rs.20001-Rs.40000 per month. 129(36.9%) of the respondents are getting income Rs.40001-Rs.60000 per month. 92(26.3%) of the employees are getting income

above Rs.60000 per month. The researcher found that the majority 36.9 % of the employees are getting Rs.40001-60000 per month.

CHI SQUARE TEST

Null hypothesis: There is no significant association between level of spiritual intelligence and level of job satisfaction among the IT employees

**Table-1
Chi-Square Tests**

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	28.871	12	.000
Likelihood Ratio	30.109	12	.000
Linear-by-Linear Association	2.626	1	.015
N of Valid Cases	100		
Symmetric Measures			
		Value	Approximate Significance
Contingency Coefficient		.424	.000

Source: Computed (SPSS.23)

Table 1 reveals that since P value is less than 0.00, the null hypothesis is rejected at 1 percent level of significance. Hence it is concluded that there is association between levels of spiritual intelligence and levels of job satisfaction. The employees with low level of spiritual intelligence have 56.3% of low level, 36% of moderate level and 13.7% of high level of job satisfaction. The employees with moderate

level of spiritual intelligence have 22.5% of low level, 57.7% of moderate level, and 19.8% of high level of job satisfaction. The employees with high level of spiritual intelligence have 15.5% of low level, 39% of moderate level and 45.5% of high level of job satisfaction.

Null hypothesis: There is no significant association between spiritual intelligence and educational qualification of the IT employees

Table Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	21.871	12	.000
Likelihood Ratio	26.109	12	.010
Linear-by-Linear Association	2.626	1	.105
N of Valid Cases	100		
Symmetric Measures			
		Value	Approximate Significance
Contingency Coefficient		.424	.000



Source: Computed (SPSS.23)

Table 2 reveals that since P value is less than 0.00, the null hypothesis is rejected at 1 percent level of significance. Hence it is concluded that there is association between levels of spiritual intelligence and Educational Qualification of the IT employees. The employees with low level of spiritual intelligence have 57% of low level, 16% of moderate level and 23.1% of high level of educational qualification. The employees with moderate level of spiritual intelligence have

32.4% of low level, 47.8% of moderate level, and 29.5% of high level of educational qualification. The employees with high level of spiritual intelligence have 25.2% of low level, 48% of moderate level and 50.4% of high level of educational qualification of the IT employees.

Null hypothesis: There is no significant association between spiritual intelligence and Monthly Income of the IT employees

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	17.500	12	.000
Likelihood Ratio	16.260	12	.180
Linear-by-Linear Association	.021	1	.885
N of Valid Cases	100		
Symmetric Measures			
	Value	Approximate Significance	
Contingency Coefficient	.386	.000	
N of Valid Cases	100		

Source: Computed (SPSS.23)

Table 3 reveals that since P value is less than 0.00, the null hypothesis is rejected at 1 percent level of significance. Hence it is concluded that there is association between levels of spiritual intelligence and levels of Monthly Income of the IT employees. The employees with low level of spiritual intelligence have 48.4% of low level, 39% of moderate level and 14.9% of high level of Monthly Income of the IT employees. The employees with moderate level of spiritual intelligence have 34.6% of low level, 68.6% of moderate level, and 18.5% of high level of Monthly Income of the IT employees. The employees with high level of spiritual intelligence have 25.7% of low level, 28% of moderate level and 56.7% of high level of Monthly Income of the IT employees.

The results of the study show that spiritual intelligence and job satisfaction are linked in a substantial way. There is a strong link between spiritual intelligence and job satisfaction,

according to numerous studies. Employees who perceive their organisations to be more spiritual will experience less conflict and frustration at work, in part because spiritual organisations are more participatory and inclusive in their decision-making and information sharing (Kolodinsky et al., 2003), allowing workers to feel empowered and important. Robert et al. (2006) looked examined the connections between overall spiritual well-being, religious well-being, and existential well-being and job satisfaction, and discovered that all three variables had a positive significant link with job satisfaction.

FINDINGS

- ❖ In the present study found the majority of the employees are belonging to 41-50 year of age group.
- ❖ The majority 65.7% of the employees were male for take into the consideration of the present study.



- ❖ The majority 45.4 % of the employees were qualified in Engineering/ Diploma and PG Degree.
- ❖ The researcher found that the majority 36.9 % of the employees are getting Rs.40001-60000 per month.
- ❖ Table 1 shows that the null hypothesis is rejected at the 1% level of significance because the P value is less than 0.00. As a result, it may be stated that there is a link between spiritual intelligence and job satisfaction.
- ❖ Table 2 shows that the null hypothesis is rejected at the 1% level of significance because the P value is less than 0.00. As a result, it's established that there's a link between spiritual intelligence and IT personnel' educational qualifications.
- ❖ Table 3 shows that the null hypothesis is rejected at the 1% level of significance because the P value is less than 0.00. As a result, it is established that there is a link between levels of spiritual intelligence and IT Monthly Income.
- ❖ The level of spiritual intelligence and job satisfaction are linked in a substantial way. There is a strong link between spiritual intelligence and job satisfaction, according to numerous studies. Employees who see their organisations as more spiritual will experience less conflict and frustration at work, in part because spiritual organisations are more participatory and inclusive in their decision-making and information sharing, making employees feel empowered and significant.

CONCLUSION

It has been observed that men prioritise their jobs over their relationships. Finally, when it comes to life satisfaction, there isn't much of a difference between men and women. As a result, management must view men and women as two sides of the same coin, giving equal weight to both. Male IT professionals are more reasonable, evaluating everything with logic, and they have the potential to add complexity to products. Women are emotional,

and they might make items that are more simple. As a result, both men and women contribute to the organization's success. According to the findings, there is a considerable difference in spiritual intelligence between married and unmarried personnel. Employees who are not married are free of the responsibilities of family life, such as caring for a spouse and children. Married employees may find it challenging to create a balance between work and family life due to commitments in their personal lives. For them, finding a work-life balance is a huge concern. When a person is single, they consider the meaning of life more. As a result, the unmarried person may be capable of more innovative thoughts and actions. The study also demonstrates that there is a considerable difference in job satisfaction between married and single employees. Employees who are not married have a higher level of job satisfaction.

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