



STUDY ON THE INFLUENCE OF FACTOR CONTRIBUTIONS TO SPIRITUAL INTELLIGENCE DIMENSION OF JOB PERFORMANCE OF IT EMPLOYEES IN CHENNAI CITY

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ABSTRACT

Due to the fact that everything exists for a reason, spiritual intelligence is more closely related to reason. But when it comes to job satisfaction, men in the IT industry are happier with their work than they are with their pay. The results of the current study show that there are significant differences between the spiritual intelligence of male and female workers. Men are supposedly more sensible than women, which may be the cause of this. The main claim is that there are differences in what men and women want from their jobs, and that this could be the cause of the observed gender gap in job satisfaction. In order to analyse the spiritual intelligence elements of IT employees' job performance, the researcher examined the relationship between spiritual intelligence and job performance among IT employees in Chennai City. The null hypothesis is framed such as there is no significant association between Educational Qualification and level of spiritual intelligence of the IT Employees, There is no significant association between Professional Experience and level of spiritual intelligence of the IT Employees, there is no significant influence between the Spiritual Intelligence on job performance among the IT Employees. Multiple regression analysis were indicates the positive influence the employee's ob performance at 1 % level, integrity is indicates highly positive influence with spiritual intelligence on job performance of IT employees at 5% significance level.

KEYWORDS: Spiritual Intelligence, Work Environment, Job Performance and IT employees

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INTRODUCTION

The three main categories of IT industries in India are BPO, ITES, and IT. There are many outstanding success stories in these fields. Most US-based businesses help Indian

businesses get a foot in the door for outsourced IT services. In India, the growth of the IT sector and the use of information and communication technologies (ICTs) can be seen as a fundamental part of the country's overall



economic liberalisation and globalisation trend. Additionally, these multinationals hired programmers through other local U.S. organisations like Igate (now IgatePatni in the IT and non-IT sectors), which was created in India during the 1968–1984 era, and TCS, which was established in the IT and non-IT sectors. Thus, These American businesses use local agents in India to continue the process of hiring workers such as programmers and IT specialists. Since there is a significant pool of talented software developers and IT specialists in India, these individuals are frequently employed by major Indian corporations and afterwards transferred to projects with their American-based companies. Thus, it has been demonstrated during the past 15 years that India's infrastructure, communications technologies, and industry development have achieved significant advancements in the establishment of offshore employment opportunities for IT professionals.

REVIEW OF LITERATURE

Takashashi (2006) have addressed how people with secure positions or long-term career objectives evaluate the importance of salary increases differently from those with transient jobs or short-term career goals. Therefore, a rise in pay will always serve just as a temporary incentive when the employee's attitudes toward their work are kept uncertain and ambivalent. **Laiba Dar et al. (2011)** have Job performance is defined as an activity in which a person is permitted to fulfil the task that has been assigned to them within the typical constraints of a suitable deployment of available resources. In their study, the authors outlined their goal, noting that stress is prioritised over all other workplace elements when it comes to influencing employees' ability to execute their jobs. Thus, the degree of stress and the part played by various sources of workplace stress have both been studied. **Linda Koopmans et al. (2011)** have Arguments have been made regarding work performance since it is built from a variety of dimensions and indicators, and because some dimensions are

common to all professions while others have unique indicators. We also talked about Campbell's definition of work performance, which emphasises behaviour above results and says that performance is multidimensional because it encompasses behaviours that are important to the organization's goals. **Rothmann & Coetzer (2003)** have A cross-sectional study was conducted to determine the relationship between personality traits and job performance. The five-factor personality dimension model, including emotional stability, extraversion, openness to new experiences, and conscientiousness, was found to be associated with task performance and creativity. **Cascio (2006)** have According to one definition, performance is the assignment or work that a person completes, and another is the task completion that enables an employee to carry out the duties of their position. **Jones (2003)** in his According to a study, job performance is the end result of an employee's efforts as individualised by their skill, role, and perception of the assignment. **Olu Ojo (2009)** in his The impact of corporate culture on employee job performance and organisational productivity has been evaluated in research. And has emphasised how an employee's capacity to navigate the organisational culture will determine how well they function in their position.

STATEMENT OF THE PROBLEM

The most common issues faced by IT workers in Chennai are a lack of communication flow, interpersonal chemistry with coworkers and the environment, and teamwork. These issues have a direct impact on the standard of work, sense of contribution, aptitude, and capacity in the workplace. The issue of the research study has thus been concentrated on the influence of spiritual intelligence on the work performance of IT personnel in Chennai.

IMPORTANCE OF THE STUDY

The current study has made it possible to determine the level of spiritual intelligence among Chennai's IT workers, which would encourage workers to go above and beyond the



elements that influence their performance to display great performance at work. Additionally, this study will help to identify the elements that affect the spiritual intelligence dimension for IT workers and how it affects job performance. Therefore, this study would help to keep the values of the employer and the employees in line at work. Employees that possess spiritual intelligence are able to fully comprehend the meaning and purpose behind the work they do, which in turn inspires them to perform well.

OBJECTIVES OF THE STUDY

1. To analyse the influence between spiritual intelligence on job performance among the IT Employees in Chennai City
2. To study the spiritual intelligence dimensions of job performance of IT Employees in Chennai City

METHODOLOGY

The present study has been used sample 350 IT workers in Chennai city filled up the questionnaires, which were used to obtain primary data. All of the construction factors were loaded with interesting data that was excellent for research. All of the scale's components are framed using a 5-point Likert scale, with values ranging from 1 to 5, where 1 denotes "strongly disagree," 2 "disagree," 3 "neutral," 4 "agree," and 5 "explain" (strongly agree). Multiple regression analysis, descriptive

analysis, and percentage analysis were among the statistical techniques employed.

AREA OF THE STUDY

This study focuses on the impact of spiritual intelligence on the productivity of IT workers in Chennai. There haven't been many studies on spiritual intelligence that link it to IT workers or demonstrate how it affects workers' performance on the job. Consequently, a descriptive research approach has been used in the current study.

HYPOTHESES OF THE STUDY

1. Ho: There is no significant association between Educational Qualification and level of spiritual intelligence of the IT Employees
2. Ho: There is no significant association between Professional Experience and level of spiritual intelligence of the IT Employees
3. Ho: There is no significant influence between the Spiritual Intelligence on job performance among the IT Employees.

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DATA ANALYSIS AND INTERPRETATION

DEMOGRAPHIC PROFILE OF THE EMPLOYEES

The Demographic profile of the factors such as Gender, Age, Educational Qualification, Monthly income, Monthly savings, Size of the family, Residence of the IT employees in Chennai city, which are given in following tables.

Chart-1 Age wise classification of the respondents

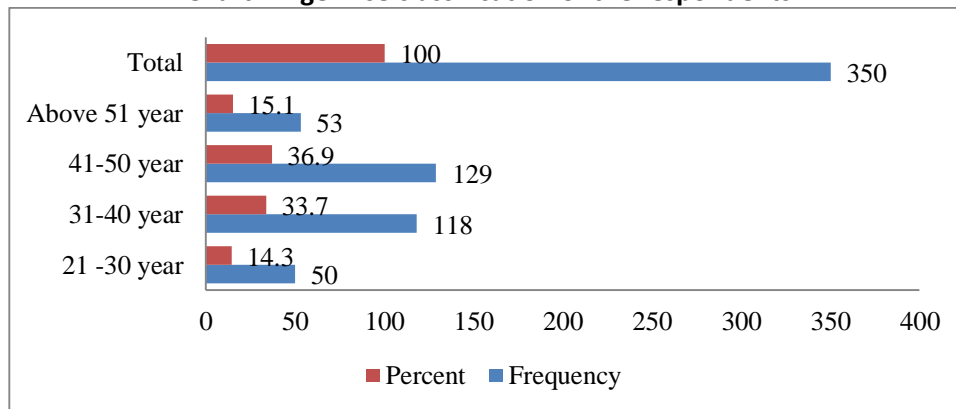


Chart-2 Gender wise classification of the respondents



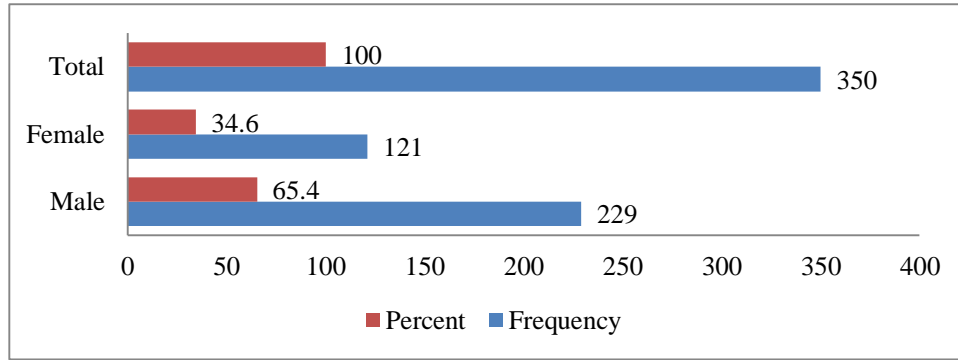
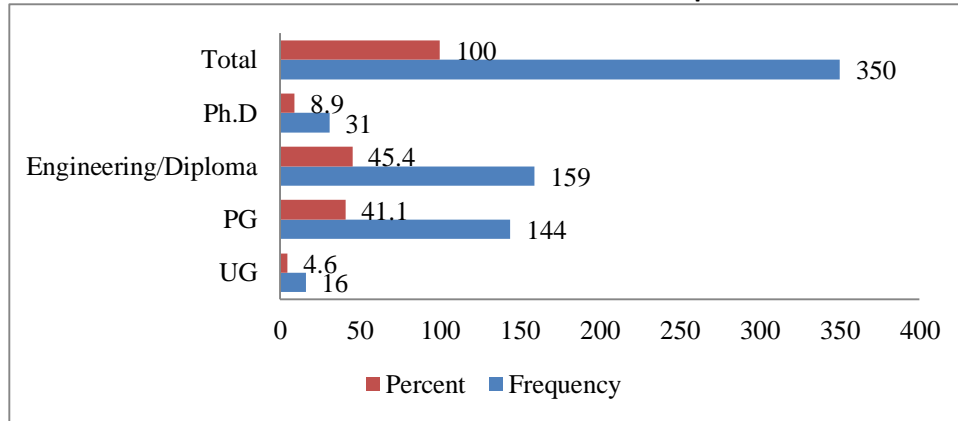
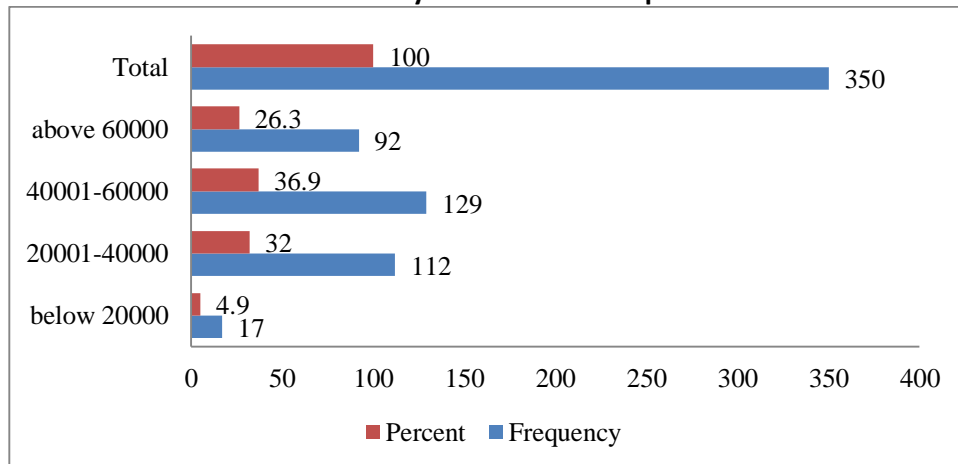


Chart-3 Educational Qualification of the respondents



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Chart -4 Monthly Income of the respondents



Null Hypothesis: There is no significant influence between spiritual intelligence dimensions on job performance of IT employees in Chennai city

Table -3 Regression analysis

Spiritual Dimensions	Regressions coefficients	t-value	Significant



Intercept	52.601	32.650	.000
Steadiness(X ₁)	.723	7.121	.000
Morality (X ₂)	.663	5.662	.000
Faithfulness (X ₃)	.481	4.451	.006
Integrity (X ₄)	.419	4.123	.012
Responsiveness (X ₅)	.625	5.364	.002
R ²	0.68		
Adjusted R ²	0.65		
F	39.472		.000
N	350		

Source: Primary Data (**Significance at 1 %level *Significance at 5 % level)

From the above table indicates the influence between spiritual intelligence dimensions on job performance of IT employees in Chennai city. The coefficient of regression determine with R² value is 0.68 and adjusted R² 0.65. Hence it is found that 65 % of the variation of the dependent variable of job performance was explained by the independent variable of spiritual intelligence dimensions. The 39.472 value of F is indicates to be significant at 1 % level which mean the model is highly significant. The result explain that Steadiness(X₁), Morality (X₂), Faithfulness (X₃), Integrity (X₄) and Responsiveness (X₅) are indicates the positive influence the employee's ob performance at 1 % level, integrity is indicates highly positive influence with spiritual intelligence on job performance of IT employees at 5% significance level. Hence the null hypothesis is rejected. There is a significant influence between spiritual intelligence dimensions on job performance of IT employees in Chennai city.

FINDINGS

1. In the present study found the majority of the employees are belonging to 41-50 year of age group.
2. The majority 65.7% of the employees were male for take into the consideration of the present study.
3. The majority 45.4 % of the employees were qualified in Engineering/ Diploma and PG Degree.
4. The researcher found that the majority 36.9 % of the employees are getting Rs.40001-60000 per month.

5. Multiple regression analysis were indicates the positive influence the employee's ob performance at 1 % level, integrity is indicates highly positive influence with spiritual intelligence on job performance of IT employees at 5% significance level. Hence the null hypothesis is rejected. There is a significant influence between spiritual intelligence dimensions on job performance of IT employees in Chennai city.

SUGGESTIONS

- It is important to look into how people's contentment in their various occupations relates to their level of spiritual intelligence. According to Zohar and Marshall (2000), spiritual intelligence is the highest type of intelligence, and it serves as the required groundwork for the effective operation of both intellectual intelligence and emotional intelligence. Additional empirical study is necessary to support or refute at different levels and in different industries.
- Psychology and psychiatry have a comparatively close relationship with spiritual intelligence, work contentment, and life satisfaction. The neural connections in the temporal lobe of the human brain can be studied by medical researchers and neurological psychologists. As a result, conducting interdisciplinary/multidisciplinary research investigations is necessary.

CONCLUSIONS

The researcher has found that employees were more inclined to priorities intrinsic and extrinsic job benefits, according to



the researcher, but women often placed greater value on social interactions and flexible work schedules. Men are known to priorities their careers over personal relationships. But in the end, there aren't many differences between men and women in terms of life happiness. Therefore, management must value both men and women equally and see them as two sides of the same coin. Because they examine everything more logically than their female counterparts, male IT workers have the potential to make products more complex. Women are emotional, and they could increase product simplicity by doing so. Consequently, both genders contribute to one another.

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