

## **SPIRITUAL QUOTIENT AS THE PREDICTOR OF EMOTIONAL INTELLIGENCE AMONG THE FACULTY MEMBERS WORKING IN CHENNAI**

**Sowndarya A.\* and Dr. Elavarasan R.\*\***

\*Ph.D. Research Scholar, Department of Commerce, Vels Institute of Science, Technology and Advanced Studies (VISTAS), Pallavaram.

\*\*Assistant Professor, Department of Commerce, Vels Institute of Science, Technology and Advanced Studies (VISTAS) Pallavaram.

### **Abstract**

Emotional intelligence has its beginning in spiritual quotient. When a person has a strong spiritual quotient, this increases the emotional intelligence. Spiritual quotient can overcome fear, anxiety, worry and despair. This paper investigates the relationship between spiritual quotient of the faculty member and their emotional intelligence. Thus, descriptive research design is applied. Questionnaire has been considered as a research tool. Spiritual quotient has been measured by adopting Rojas (2002) tool. In this tool spiritual quotient has been analysed with 10 dimensions with 30 statements in the 5 point likert scale. Asiff, et. al., (2011) tool has been adopted for measuring emotional intelligence. A sample of 338 faculty members have been surveyed by using convenient sampling method. Chi-square, correlation and regression have been applied. The study result revealed that spiritual quotient has been associated with emotional intelligence of the employees. Spiritual quotient has been positively predicts emotional intelligence of the employees. So, it is concluded that both spiritual quotient intelligence and emotional intelligence complement each other.

**Keywords :** Spiritual Quotient, Emotional Intelligence, Low, Moderate, High and Faculty Members.

### **Introduction**

Human life is just like a tree. It is classified into three stages namely root (spiritual), trunk (mind/emotional intelligence) and branches (physical). Root gives strength and power to trunk, branches, leaves and fruits. Similarly spirituality strengthens the physical and mind. The second stage is mind, it is very essential for human life. Strongest trunk creates healthy branches, greenish leaves and fleshy fruits. In the same way mind creates a healthy physical. So, emotional intelligence helps to keep the physical more healthy through love, purity of

action, kindness, gratitude, equity, humility, discipline, etc. and remove impure attitudes from the body (Vahid Fallah, et. al., 2015). An emotionally intelligent person is always happy, satisfied and lives with God. As root is essential for holding tree to the ground, so spirituality which makes one's life steady and is able to meet and withstand any stressful state and eventuality. Spirituality is the ladder of success for human life (Rajai A., 2010). It creates necessary relationships that would support to achieve ego-driven desires namely power, rank, status, control, recognition, to be honest, to

know their stuff and know their craft. Spirituality can be viewed as a form of intelligence because it predicts functioning and adaptation and offers capabilities that enable people to solve problems and attain goals (Zohar and Danah 2005). Susan, et. al., (2011) concluded that both spiritual intelligence and emotional intelligence complement each other. An emotionally intelligent leader practice calmness in thought and actions and make it routine in his day-to-day life. The application of the power of mindfulness enhances the emotional intelligence domains of self-awareness and self-management, thereby promoting the levels of efficiency and effectiveness of a leader-manager at work. Emotional intelligence and spiritual intelligence might lead to organizational success. The development of spiritual intelligence is awakening of a deeper awareness off oneself as a non-material being (Ashmos, D. and Duchon, D., 2000).

### Review of Literature

Spiritually integrated organizations are more profitable, more caring, and more ethical than those that are not spiritually integrated. Spiritual value has positive impact on both profitability and employee attitudes in organizations. Ashmos and Duchon (2000) determined spirituality at work to have three components such as inner life, meaningful work and community. Spirituality creates more interest on work and good relations. Spiritual intelligence boost self confidence. Milliman, et. al., (2003) indicated that each of the three dimensions of spirituality investigated that is purpose, sense of community and alignment with the organization's values and mission are significantly correlated with job attitude.

Rajni Dhingra, et. al., (2005) stated that the concept of spiritual quotient and emotional quotient which were found to be significantly and positively correlated to one another.

Anderson (2001) also supported the above concept. Ritzcen A. Durango (2009) revealed that the leadership skills of the administrators had a significant relationship between their emotional and spiritual intelligence. Mayer (2000) said that spiritual intelligence is an effective tool used to optimize the functions of emotional intelligence. Spiritual capability integrates inner life off mind and the spirit of life like working or other activities. Spiritual capability is reflected from the traits like honesty, tolerance, open mind, affection and harmony in facing a life. These characteristics will influence and control the emotions of a person so it can lead a person to succeed in life (Robert Kess, et. al., 2005).

### Research Problem

Spiritual quotient as well as emotional quotient improves the social adjustment and both are inter-related with each other. Spirituality and emotional maturity are related to one another in such a manner that increases in one is associated with increase in another and vice versa. Emotionally mature individuals are more spiritual, while those who are low in spirituality aspect are emotionally less mature. Spiritual quotient amplifies and integrates intelligence quotient and emotional quotient. Spiritual quotient is our ultimate intelligence and is the necessary foundation for the effective functioning of intelligence quotient and emotional intelligence. Spiritual journey reinforces the growth and development of emotional quotient.

Spirituality promotes the ability to harness one's full potentiality. It induces to be associated with a good and ethical organization. It makes one's work interesting and earning money in an ethical manner. It influences to serve humankind. It also makes a person to serve for future generations, to the immediate community and makes oneself conducive for productivity.

Spiritual practice is aimed at the development of consciousness, improved health, well-being, job satisfaction, efficiency, productivity and the enrichment of the organizational climate, reduce absenteeism, and bolster performance.

### Objective of this Study

- This study aimed to investigate the relationship between spiritual quotient and emotional intelligence of the faculty members working in Arts and Science College in Chennai.

### Hypothesis of this Study

- ❖ Spiritual quotient have been related with emotional intelligence of the faculty members.

### Research Methodology

Asif, et. al., (2011) tool has been adopted for measured level of emotional intelligence. This tool consist of 28 statements. The total mean score is considered as the emotional intelligence of the faculty members. If the mean score is less than 56, the emotional intelligence level is low, the mean score between 57 to 111, the emotional intelligence is at moderate level, the mean score is greater than 112, the emotional intelligence is at higher level.

Rojas (2002) tool is adopted to know the spiritual quotient of the faculty members. This tool consist of 30 statements. The total mean score is considered as the spiritual quotient level off the faculty members. If the mean score is less than 60, the spiritual quotient is at lowest level, the mean score is between 61 to 119, the spiritual quotient is at moderate level. The mean score is greater than 120, the spiritual quotient is at higher level.

The questionnaire has been distributed among 338 faculty members working in Arts and Science College in Chennai by convenience sampling method. The collected data has been entered into SPSS software package. This research is basically descriptive in nature. Descriptive statistics, chi-square correlation and regression test have been applied to answer the research objective. The result is discussed below.

### Result and Discussion

In this study spiritual quotient of faculty members is calculated in terms of fulfillment of self, self determination, self control, discovery of self, enrichment of self, small group mode, organizational mode, development mode, ideopraxis and transfigurational.

**Table – 1 : Level of Spiritual Quotient**

Dimensions of Spiritual Quotient	Level	Frequency	%	Dimensions of Spiritual Quotient	Level	Frequency	%
Fulfillment of Self	Low	25	7.4	Enrichment of Self	Low	6	1.8
	Medium	189	55.9		Medium	179	53.0
	High	124	36.7		High	153	45.3
	Total	338	100.0		Total	338	100.0

Self Determination	Low	13	3.8	Small Group Mode	Low	10	3.0
	Medium	173	51.2		Medium	213	63.0
	High	152	45.0		High	115	34.0
	Total	338	100.0		Total	338	100.0
Self Control	Low	39	11.5	Organizational Mode	Low	29	8.6
	Medium	172	50.9		Medium	234	69.2
	High	127	37.6		High	75	22.2
	Total	338	100.0		Total	338	100.0
Discovery of Self	Low	15	4.4	Movement Mode	Low	26	7.7
	Medium	205	60.7		Medium	176	52.1
	High	118	34.9		High	136	40.2
	Total	338	100.0		Total	338	100.0
Ideopraxis	Low	31	9.2	Transfigurational	Low	56	16.6
	Medium	222	65.7		Medium	212	62.7
	High	85	25.1		High	70	20.7
	Total	338	100.0		Total	338	100.0

The level of spiritual quotient of the faculty members has been measured in 10 dimensions. The level of spiritual quotient has been classified into three categories, namely, low, medium and high. From the frequency analysis it is found that the spiritual quotient, namely, fulfillment of self, self

determination, self control, discovery of self, enrichment of self, partnership mode, small group mode, organizational mode, development mode, ideopraxis and transfigurational mode are found to be moderate among the majority of faculty members.

**Table – 2 : Emotional intelligence and Spiritual Quotient**

		Level of Spiritual Quotient				X <sup>2</sup>	p-value
		Low	Medium	High	Total		
Level of Emotional Intelligence	Low	6	36	3	45	23.882	0.001*
	Medium	10	72	40	122		
	High	5	95	71	171		
	Total	21	203	114	338		

Table – 2 shows the distribution of executives based on emotional intelligence and spiritual quotient. Among the 338 respondents surveyed, 114 respondents have high spiritual quotient and 203 respondents have medium level of spiritual quotient. Among respondents who have higher spiritual quotient, majority 71 have high emotional intelligence and among respondents with medium level of spiritual quotient, a higher number of 95 and 72 have high and medium emotional intelligence level respectively. Hence, the level of spiritual quotient is at higher level that leads to higher level of

emotional intelligence. Further, it is hypothesized that spiritual quotient have been associated with emotional intelligence.

In order to examine the above stated hypothesis, a chi-square test was executed. The calculated chi-square is found to be 23.882 and p-value is 0.001, which is significant at one percent level. Hence, the hypothesis is rejected. It shows that emotional intelligence has association with levels of spiritual quotient. Higher the spiritual quotient the higher the level of emotional intelligence is found.

**Table – 3 : Emotional intelligence and Spiritual Quotient**

Spiritual Quotient	Emotional Intelligence				
	Self-awareness	Self-Regulation	Self Motivation	Empathy	Social Skills
Fulfillment of Self	0.79(NS)	0.039(NS)	0.146*	0.128**	0.135**
Self-Determination	0.175*	0.311*	0.221*	0.228*	0.140*
Self-Control	0.163*	0.243*	0.179*	0.269*	0.263*
Discovery of Self	0.049(NS)	0.059(NS)	0.157*	0.130**	0.084(NS)
Enrichment of Self	0.018(NS)	0.013(NS)	0.070(NS)	0.099(NS)	0.047(NS)

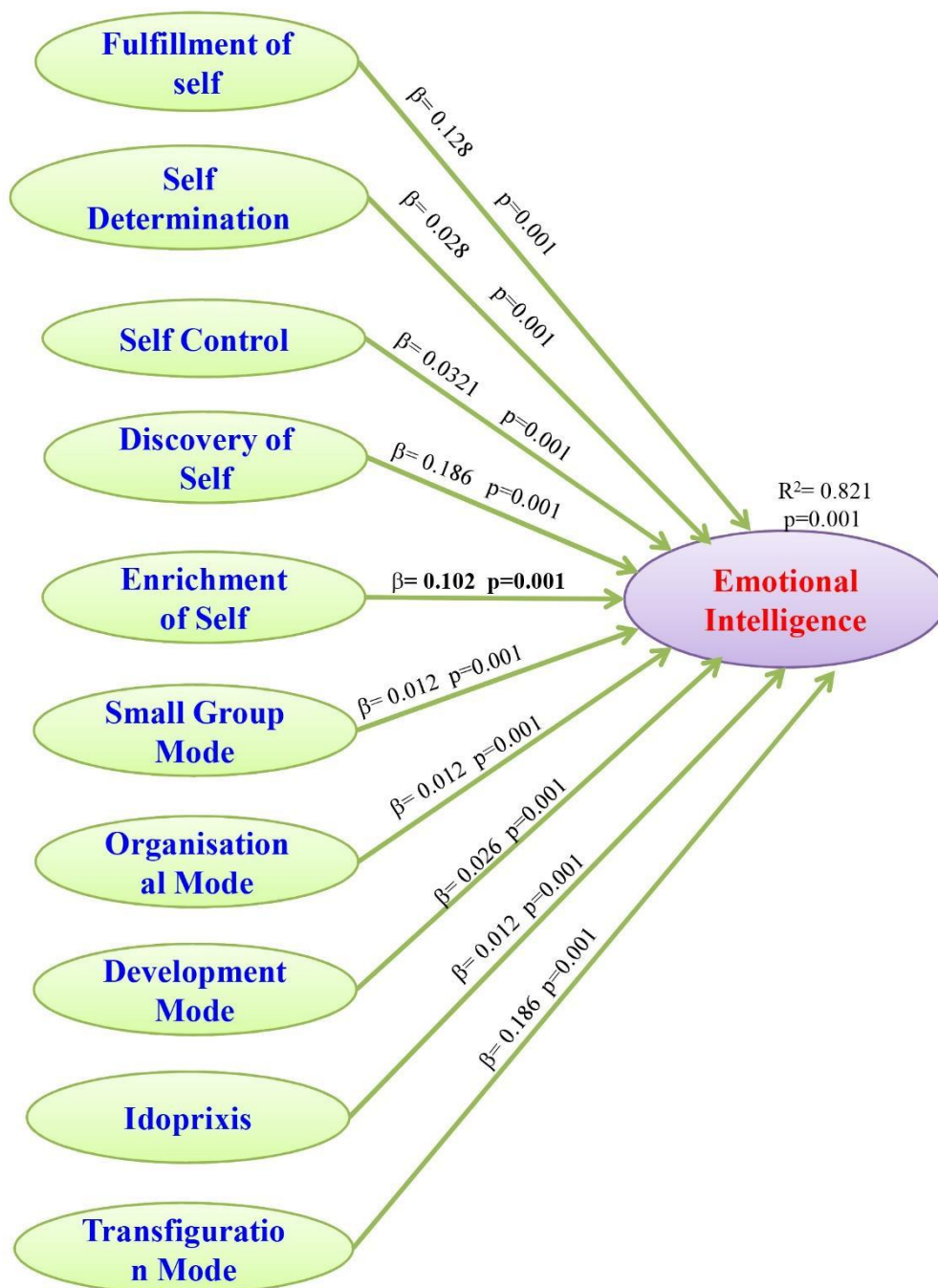
Small Group Mode	0.028	0.116**	0.036	0.074	0.113**
Organizational Mode	0.183*	0.357*	0.246*	0.306*	0.265*
Development Mode	0.014(NS)	0.152*	0.062(NS)	0.137**	0.141*
Idopraxis	0.015(NS)	0.234*	0.037(NS)	0.057(NS)	0.081(NS)
Transfiguration Mode	0.226(NS)	0.132**	0.279*	0.310*	0.322*

It is hypothesized that spiritual quotient has been related with emotional intelligence. In order to examine the above hypothesis, correlation analysis was applied. Self determination ( $r=0.175$ ), self control ( $r = 0.163$ ), and organizational mode ( $r = 0.183$ ) of executives is related with self awareness. Relationship level is very low in all these cases. Spiritual quotient dimensions such as self determination ( $r = 0.311$ ), self control ( $r = 0.243$ ), small group mode ( $r = 0.116$ ), organizational mode ( $r = 0.357$ ), development mode ( $r = 0.152$ ), Ideopraxis ( $r = 0.234$ ) and transfiguration mode ( $r = 0.132$ ) are having relationship with self regulation. Here, organizational mode has positive relationship with self regulation than other spiritual quotient dimensions.

Further the spiritual quotient dimensions such as fulfilment of self ( $r = 0.146$ ), self determination ( $r = 0.221$ ), self control ( $r = 0.179$ ), discovery of self ( $r = 0.157$ ), organizational mode ( $r = 0.246$ ) and transfiguration mode ( $r = -0.279$ ) are having relationship with self

motivation. Fulfillment of self ( $r = 0.128$ ), self determination ( $r = 0.228$ ), self control ( $r = 0.269$ ), discovery of self ( $r = 0.130$ ), organizational mode ( $r = 0.306$ ), development mode ( $r = 0.137$ ) and transfiguration mode ( $r = 0.310$ ) are positively related with empathy.

Fulfillment of self ( $r = 0.135$ ), self determination ( $r = 0.140$ ), self control ( $r = 0.263$ ), small group mode ( $r = 0.113$ ), organizational mode ( $r = 0.265$ ), development mode ( $r = 0.141$ ) and transfiguration mode ( $r = 0.322$ ) are having positive relationship with social skills. From the correlation analysis, it is found that the executives' spiritual quotient related with their emotional intelligence. Over all organizational mode and transfiguration mode are mainly related to all dimensions of emotional intelligence. Self awareness, self regulation, self motivation and empathy could be improved by focusing on organizational mode. Social skills could be improved focusing on transfiguration mode.



**Figure – 1 : Predictors of Emotional Intelligence**

Fig. 1 explain the spiritual quotient as a predictors of emotional intelligence of the faculty

members. The  $R^2$  value indicates percentage of variance explained emotional intelligence through spiritual

quotients factors. Where  $R^2$  is found to be 0.821 which is significant at one percent level. Thus, spiritual quotient factors predicted the emotional intelligence level of faculty members at 82.1 percent level. Further the standardized  $\beta$ co-efficient value indicates the strength of association between spiritual quotient factor on emotional intelligence. Where, self control has secured higher beta value 0.321 ( $P = 0.001$ ) followed by discovery of self with beta value 0.186 ( $P = 0.001$ ), transfiguration mode with beta value 0.186 ( $P = 0.001$ ), fulfilment of self with beta value 0.123 ( $P = 0.001$ ), enrichment of self with beta value  $\beta = 0.102$  ( $P = 0.001$ ), self determination with beta value  $\beta = 0.028$  ( $P = 0.001$ ), organizational mode with beta value  $\beta = 0.026$  ( $P = 0.001$ ), small group mode with beta value  $\beta = 0.021$  ( $P = 0.001$ ) and idoprixis with beta value  $\beta = 0.012$  ( $P = 0.001$ ).

Emmons (2006b) argued that spirituality can be viewed as a form of intelligence because it predicts functioning and adaptation and offers capabilities that enable people to solve problems and attain goals. Rajni Dhingra, et. al., (2005) found that there is significant relationship between spiritual quotient and emotional intelligence. Higher the emotional quotient higher the spiritual quotient, while lower the emotional quotient lower the spiritual quotient and vice versa. These two components are highly related to one another. Joshi (1997) found that spirituality and emotional maturity are related to one another in such a manner that increases in one is associated with increase in another and vice versa. Emotionally mature individuals are more spiritual, while those low in spirituality are emotionally less mature. Len Tichler, et. al., (2002) have established that both emotional intelligence and spirituality lead to greater individual work success and further attempted to capture the

essential components or elements to enhance emotional intelligence and enhanced spirituality that might have a positive impact on work success at the individual level. Susan Tee Suan Chin, et. al., (2011) conclude that both spiritual intelligence and emotional intelligence complement each other. In the present study also it is observed that increased level of spiritual quotient is found to increase the emotional intelligence. But this study further deeply analyzed every dimensions of spiritual quotient with every dimension of emotional intelligence. From this information it is noted that spiritual quotient of the employees has predicted the emotional intelligence level. Here, self control, discovery of self, enrichment of self and self determination strongly predict the emotional intelligence of the faculty members.

### Findings and Recommendation

Fulfillment of self, self determination and self control are the spiritual quotient dimensions have found to be high among the faculty members. Small group mode, organizational mode, development mode, transfigurational mode are the spiritual quotient dimensions have found to be at the least level among the faculty members. Spiritual quotient has been associated with emotional intelligence level. Higher the spiritual quotient has leads to higher level of emotional intelligence fulfilment of self, self determination, self control discovery of self and enrichment of self have more relationship with emotional intelligence of the faculty members. Transfiguration mode, organizational mode, self group mode, development mode have been the least predictor of the emotional intelligence.

Faculty members try to develop unique individuality and apply their talent at maximum extent. They should consider learning is a high priority in their life. They try to help



others then there in trouble. They do meaningful work for the betterment of student community. Institutions respect the faculty members and their work. Their work should be valued. The leaders in the institutions to be honest without falls pride. The leader have the courage to stand up for their people and organizations. Faculty members should have enthusiastic and energised with their work. They should have harmonies relationship with people at work.

### Conclusion

This paper aimed to analyze effect of spiritual quotient on emotional intelligence. Hence, it is concluded that spirituality promotes the ability to harness one's full potentiality. It induces to be associated with a good and ethical organization. It makes one's work interesting and earning money in an ethical manner. It influences to serve human kind. It also makes a person to serve for future generations, to the immediate community and makes oneself conducive for productivity. Spirituality leads to organizational benefits such as increased morale, creativity, commitment, service, greater compassion, trust and ethical behaviour, personal as well as professional growth, enhanced team and community building, increased ability to cope with change and uncertainty. Gandhi advocated five virtues in Indian ethics viz. non-violence (Ahimsa, truthfulness (satya), non-stealing (Asteya), non-acceptance or non-possession (Aparigraha) and Chastity (Brahmacharya). He further added that thought, speech and action are essential for controlling emotion and improving the emotional intelligence. Swami Vivekananda stressed that every duty is holy and devotion to duty is the highest form of the worship of God. Maha Kavi Bharathiar said spirituality in knowledge or intelligence produces good result in action and is accepted by all.

### References

- Ashmos, D. and Duchon, D., 2000. Spirituality at work, *Journal of Management Inquiry*, 9(2) : 134-145.
- Asif Kiyani, Muhammad Haroon, Asim Sohail Liaqat, Mohammad Arif Khattak, Syed Junaaid Ahmed BuKhari and Rabia Asad (2011). Emotional intelligence and employee participation in decision making, *African Journal of Business Management*, Vol. 5(12), pp. 4775-4781.
- John F. Milliman, Andrew J. Czaplewski and Jeffery M. Ferguson, 2003. An Exploratory Emprical Assessment of the Relationship between Spirituality and Employee Work Attitudes. *Academy of Management Annual Meeting Proceedings*, B1-B6.
- Rajai, A., 2010. Spiritual Intelligence : Perspectives and Challenges. *J Islamic Azad University Bojnourd*, 20-50.
- Rajni Dhingra, Sarika Manhas and Nirmala Thakur (2005). Establishing Connectivity of Emotional Quotient (E.Q.), Spiritual Quotient (S.Q.) with Social Adjustment : A Study of Kashmiri Migrant Women. *J. Hum. Ecol.*, 18(4) : 313-317.
- Robert Kess, John Garvin Norma, Heator and Emily Boyle, 2005. Emotional Intelligence and Leadership Effectiveness, *Leadership and Organization Development Journal*, Vol. 27(4), 265-279.
- Susan Tee Suan Chin, R.N. Anantha Raman and David Yoon Kin Tong, 2011. Analysis of the Level of Emotional Intelligence among Executives in Small and Medium Sized Enterprises, *Journal of Human Resources Management Research*, Article ID 302272, p. 13.
- Vahid Fallah, Soheila Khosroabadi and Hamideh Usefi, 2015. Development of Emotional Quotient and Spiritual Quotient : The Strategy of Ethics Development, *International Letters of*

Social and Humanistic Sciences, 49 : 43-52.

Zohar and Danah (2005). Spirituality Intelligence Leadership, Leader to Leader, No. 38, Article ID-84.