

## IMPORTANCE OF SPIRITUAL INTELLEGEENCE AT WORK PLACE

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### Introduction:

“The Intuitive mind is A Sacred Gift and The rational mind a faithful servant. We have created a society that honors the servant and has forgotten the gift.”

– Albert Einstein

**Spiritual intelligence is an ability to behave with compassion & wisdom, & maintaining equanimity in any kind of circumstances. It enhances self awareness, social awareness so the self management & relationship management.**

'Spirituality' is the basic feeling of being connected with one's complete self, others, and the entire universe. If a single word best captures the meaning of spirituality and the vital role that it plays in people's lives, that word is 'interconnectedness.' Spirituality should not be treated as a jargon to find place in philosophical books but it encapsulates the very essence of practicing life with simplicity. Spirituality in the workplace can be of great help in increasing the productivity of each individual and organization in totality. In contrast to religion that is

organized and communal, spirituality is highly individual and intensely personal. One doesn't have to be religious in order to be spiritual. The values-based organization results when the founders or heads are guided by general philosophical principles or values that are not aligned or associated with a particular religion. In the changing business scenario there is a need to integrate spirituality into management. No organization can survive for long without spirituality and soul. Ways of managing spirituality without separating it from the other elements of management need to be understood and implemented for the holistic development of individuals and organization.

The life conditions and problems we face as a species, as countries, as organizations and as individuals demand increasing complex but elegant solutions. The type of mature leader who can respond to such situations is a “real leader” embodying an advanced stage of personal development. These high levels of adult development are inseparably linked to spiritual intelligence. Thus, mature leadership requires

spiritual intelligence development. The result is a leader who leads from the inside out: who she/he is, is how she/he leads.

**To realize the value of spiritually intelligent leadership we need to first understand the following:**

1. What life conditions do we face now as humans?  
What do we need leaders to be able to deal with?
2. Multiple intelligences – what they are and specifically what is spiritual intelligence?
3. Stages of adult development and their relationship to leadership
4. Stages of adult development and their relationship to spiritual intelligence

#### **Research Methodology:**

The research paper is an attempt of descriptive research, based on mainly secondary data collected from various sources, such as reference books, magazines, journal, & research papers & websites which are sited at the appropriate places related to above.

#### **Research Objectives:**

- 1) To understand the concept of spiritual intelligence

- 2) To know the relation between spiritual intelligence and work behavior
- 3) To know the factors affecting emotional intelligence

**Research Design:** Descriptive Research Design

**Data Sources:** Secondary Data collected from Books, internet, Research Journals

#### **Spiritual intelligence and work behavior:**

#### **Some Examples Of Using Spiritual Intelligence In Practical, Day To Day Life**

- **Personal Life:** Spiritual intelligence frees you from neediness and clinginess in your personal relationships. When you realize you already have within you what you seek from others (love, happiness, peace) you are then free to act and interact without any 'agenda'.
- **Family Life:** The culture of family life can easily revolve around too much 'familiarity'. This results in behaviors which can swing from rejection, resistance and avoidance one moment, to attachment, dependency and clinginess the next. s nothing of another, but serves only to give.
- **Working Life:** When spiritual intelligence is brought into the workplace work ceases to become a daily chore in order to earn money, and becomes a creative process of service and contribution.

### Counterproductive Work Behaviour (CWB)

Counterproductive work behaviour is a name given to a group of behaviours that occur in and around organisations. They are behaviours that an individual carries out with the intention of harming the employees, the organisation or its stakeholder. Gruys and Sackett defined CPBs as "any intentional behavior on the part of an organizational member viewed by the organization as contrary to its legitimate interests." Fox and Spector define Counter productive work behaviour as the spectrum of activities that harm employees or organization, in short these activities are known as workplace deviance. This whole act is voluntary with a clear objective to cause harm to employees or the organization.

Kaplan found that the voluntary nature of counter productive work behaviour results from that lack of motivation to conform the norms of the organizations, and becoming motivated to violate these organizational norms. Sector et al proposed five primary categories of counterproductive work behaviours: sabotage, withdrawal, productive deviance, abuse and theft.

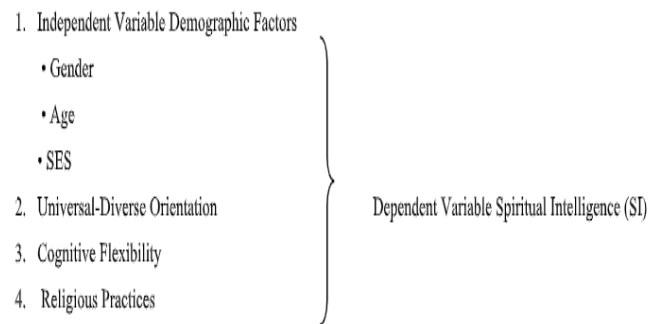
Counterproductive work behaviours are extremely costly. There are only estimates because counterproductive work behaviours are often not heard about until they either result in serious losses that can be directly observed, or the behaviour is so severe that it reaches court.

### Factors affecting on spiritual intelligence:

**Conceptual Framework** The conceptual framework indicates the general direction of the current study; that is,

the explore the factors influencing spiritual intelligence among Theravada Buddhists (in Bangkok). Three categories of factors were examined in this study: demographic factors (gender, age, and socioeconomic status); constructs that are theoretically related to SI (universal-diverse orientation and cognitive flexibility), and religious practices.

The conceptual framework of the study is depicted in Figure :



### Spiritual intelligence is composed of seven factors-

1. **Caring:** Paying attention to physical processes such as eating, regular meditation, and exercises such as yoga.

2. **Enlightenment:** Involving of mind in reading spiritual issue, sacred texts and analyzing them.
3. **Divinity:** The sense of connection with God, a higher power, and with a source of divine power.
4. **Spirituality in childhood:** The intellectual interests and activities in childhood such as attending religious ceremony and reading sacred texts by parents.
5. **Ultra-sensory perception:** The experiences that are referred to supernatural or sixth sense.
6. **Psychological trauma:** Spiritual awareness which are reached by having painful experiences.
7. **Paying attention to community:** Performing spiritual activities such as donation, or volunteering activities which will be beneficial to the community.

### Conclusion:

The results of this study revealed that spiritual intelligence and emotional intelligence are positively related to employees' intention to stay. This review found the dominant role of spiritual intelligence and emotional intelligence in organizations today. Both emotional intelligence and social intelligence are key indicators of employees' intention to remain with their current organization. Higher level of spirituality of

employees in the workplace leads to improved ethical behavior.

The ethical behavior leads to an enhanced ethical climate that supports higher performance of employees at the workplace and intention to stay. Furthermore, employees' who are in control of their feelings and impulses can create an environment of trust where superior performance can be achieved. An emotionally intelligent employee with higher personal competence and social competence can contribute better towards occupational success and stay longer with the organization. It can be assumed that emotional intelligence and spiritual intelligence complement each other.

Organizations should recognize the importance of emotional intelligence and spiritual intelligence and take steps to implement internal policies. Human resource managers need to understand the concepts of emotional intelligence and spiritual intelligence and formulate support strategies and training programs to improve the emotional and spiritual intelligence levels of employees.

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