



Triggering Spiritual Quotient for enhancing Individual Performance

“When emotional intelligence merges with spiritual intelligence, human nature is transformed.”

— *Deepak Chopra*

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Abstract:

In this VUCA world, the major challenge of every organization to channelize the talent pool towards the goal of the organization. Nowadays individual performance has become very crucial, volatile and intricate in most of the professions due to the stringent competition laid on account of technology advancements which has laid red carpet welcome to Industry 5.0. The combined effect of the performance of any organization synergizes towards organizational goals. Hence the core competencies of the human capital assets should be monitored and triggered and focused towards organizational goals.

Purpose: -

Digital renaissances have made the world so small that anyone can connect with another at any moment and order product and services from any corner of the world. Moreover the digital world is so transparent, they can easily compare the specification, features, price as well as the feedback of the customer who have already bought the product. Organizations have to lay strategies to attain competitive advantage and sustain in the competitive market. These strategies are framed by igniting brains of the human capital. Those organizations which can trigger the spiritual quotient of the Human Capital assets can attain sustainable growth.



Methodology/Approach: -

Descriptive research was used to find the insights on the impact of the spiritual quotient on the individual performance. It is blended research approach comprising of both qualitative as well quantitative research. Comprehensive literature review synthesis resulted in the conceptual framework. To gain insights on the spiritual quotient and individual performance, expert interview was conducted. The survey was circulated to 370 respondents.

Findings:

It is found that there is strong correlation between spiritual quotient and individual performance at 5% level of significance. Moreover it is observed that Individual Performance (IP) = $0.60 * SQ + 2.65$. By triggering one unit of spiritual quotient, it can create impact on the Individual performance by 0.60.

Practical implications:

Organization can identify the area of improvement of spiritual quotient and training can be designed so that the individual performance can be enhanced thereby attain the organization goals.

The Originality/value of paper:

Organizations can leverage this model to enhance the individual performance of their human capital assets and thereby synergizes their effort towards the organization goals.

Key words: Spiritual Quotient (SQ), Human Quotient, Individual Performance



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1. Introduction

Each and every organization has important resources namely man, machine, material, method, money and markets. Out of them most important resource whose strategies to manage the other resources to optimize the productivity is Human Capital Asset. Hence it is vital to focus on the performance of the human capital assets which leads to the organizational performance. Individual performance is purely based on the nine intelligences they are blessed with. To enhance the performance of individuals in an organization, we can trigger these Intelligences. Out of these spiritual quotient is the crown of these intelligences. The secret of the road map to success is to focus and develop this intelligence. This study purely focuses on the impact of spiritual quotient on individual performance.

2. What is Spiritual Quotient and Individual Performance Spiritual Quotient (SQ)

Spiritual Quotient (SQ) is the quotient to know about the self-awareness, impulsiveness if needed, live as per the philosophies and doctrines laid in the society, sense of belongingness and kind hearted, to realize the bigger picture of the circumstances and serve the humanity at large.

Amram (2005) defines, “Spiritual Intelligence as an ability to enhance daily functioning and wellbeing by applying, manifesting, and embodying spiritual resources, values, and qualities. He identified five dimensions of Spiritual Intelligence. In this research, the definition of SQ proposed by Amram, with its five dimensions namely consciousness, Grace, Meaning, Transcendence and Truth, are considered”.

Spiritual Quotient pertains to transcendental awareness and conscious state of expansion which depicts the spiritual abilities of any individual being creative, insightful and believes in spiritual manifestation or religious value-based beliefs as a guide in the way of life.

Spiritual quotient denotes the self-awareness, flexibility, tolerance and inclusive approach. Handle all challenges with self-confidence and unbiased. It is the ability to get motivated by the vision and the capability to comprehend holistically, which promotes the wellbeing harmony of the whole eco-system. It inculcates the habit of questioning attitude and the ability to break the conventions.

Individual Performance

Individual performance measurement emerged after 1980. It is a performance indicator to measure the achievement of the goals. It is the ultimate criterion to indicate to judge the

performance of any individual.

Individual performance IP denotes the task carried out by the employee to meet the organizational goal. The actions of the employee should be significant towards contributing for realization of the goal.

According to Frese 2008, “Individuals can be quite dynamic or practical. Similarly Griffin et.al2007 stated, “However, what type of task to be performed should be decided by the stakeholders of the organization.”

3. Literature Review

Emmons 1999 stated that the set of abilities that can be drawn from spiritual resources. It is the combination of spirituality and intelligence. Spirituality refers to the search for inner search and experience of the elements of the sacred meaning. Higher the spiritual quotient helps to predict the functioning and adaptation and produce valuable products or outcomes.

Research Gap

1. Period of study – was during the pandemic
2. Population – Respondents from various industry having more than ten years’ experience

During the pandemic it was necessary to estimate the impact of spiritual quotient on the individual performance.

4. Conceptual Framework

The strength of any building is purely determined by the foundation laid. Similarly the Conceptual framework lays the foundation block of the study. SQ denotes the individual ability how an individual handle task peacefully with ethics and values. IP signifies the performance or the quality of task carried out to meet the relevant goals of an organisation.

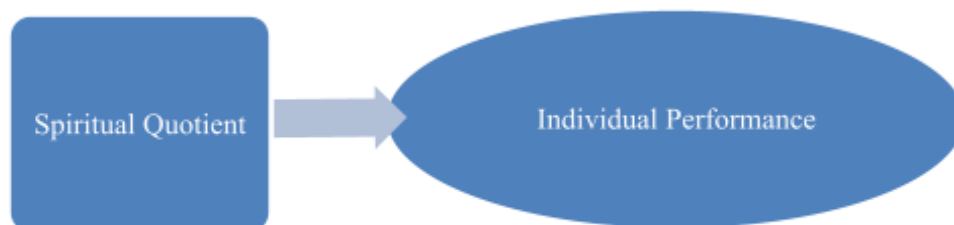


Fig.4.1 Conceptual Model of the study

5. Research Methodology

5.1 Statement of the problem

During the pandemic the individuals were disturbed due to the norms laid and the result of the disaster. Hence it was necessary to understand the measures which can trigger the individual performance of the employees.

5.2 Research Questions:

- ❖ Are spiritual quotient influences the performance of any individual?
- ❖ If yes, then whether the impact can be measured?

5.3 Objectives of the Study

- ❖ To identify the impact of spiritual quotient on Individual performance
- ❖ To devise a model to measure Individual Performance through spiritual Quotient
- ❖ 3.. To Suggest the measured to trigger the spiritual quotient

5.4 Theoretical frame work and hypothesis development

Spiritual Quotient (SQ) is measured with five variables, namely SQ- CO (Consciousness), SQ-GR (Grace), SQ-ME(Meaning), SQ-TA(Transcendence), SQ-TR(Truth).

Individual Performance (IP) is measured with for variables namely IP-TP (Task Performance), IP- CP (Contextual Performance), IP- AP (Adaptive Performance), IP- PWP (Productive work Performance).

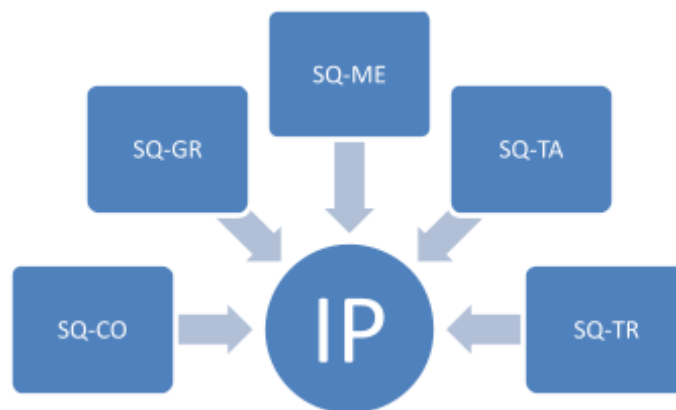


Fig. 5.4.1. Theoretical frame work

5.5 Research Hypotheses:

H₀: There is no significant impact of Spiritual Quotient in enhancing individual performance.

H₁: There is a significant impact of Spiritual Quotient in enhancing individual performance.



5.6 Scope of the study

Scope of the study lays the boundary of the research and highlights what the study will cover.

Conceptual Scope:

This study focuses only on Spiritual Quotient out of nine intelligent quotients and its impact on the individual performance.

Geographical scope:

This study was carried out in the Maharashtra region. The respondents were having more than ten years' experience.

5.7 Research Design:

This study is designed based on Descriptive Research Design

Descriptive research design is a fact finding technique to infer the characteristics population based on the characteristics of the sample. Here the researcher focuses on the phenomenon of SQ contributing to Individual performance. The researcher wants to find the relationship between SQ and IP, which is the apt design to carry out the research.

5.8 Data Collection:

Survey method was adopted for collecting the primary data by using Seven Point Likert Scale

Structure of the research instrument

Name of the Instrument	Author	No of Variables	Item Measures
Shorter version of Integrated Spiritual Intelligence Scale (ISIS)	Yosi Amram and D. Christopher Dryer, 2008	5	41
Individual Work Performance Questionnaire	Linda Koopmans, Claire, M.Bernaards, Vincent H. Hildebrandt, Stef van Burren, Allard J. Vander Beek, Henrica C.W. de Vet	4	26

Table. 5.8.1 Structure of the research instrument



5.9 Reliability Analysis:-

Independent variables	Items	Cronbach Alpha	Result
Spiritual Quotient (SQ)	48	0.914	Excellent
Dependent Variable			
Individual Performance (IP)	26	0.921	Excellent

Table. 5.9.1 Reliability Analysis

The Cronbach's Alpha (α) value of Spiritual Quotient and Individual Performance was more than the threshold value 0.7. This indicates the research instrument is reliable.

5.10 Sampling Plan

Since the population is geographically scattered, it is not viable to collect the data from the population. Hence sample study was carried out.

5.11 Population

As per the guidance of the experts as well as literature review, any individual with more than ten years of experience in an organization contest was considered as Population

5.12 Sampling technique

The researcher has chosen snow ball sampling method, since the sample frame was not available.

5.13 Sample size for the study

It was determined using mean method. Sample size is 370.

5.14 Data Analysis Tools

Data collected was analyzed using MS Excel® 2016.

6. Data Analysis, Interpretation & Hypothesis Testing

Primary data collected was analyzed and tested using correlation coefficient and the model was built using Regression.



Demographic Statistics

Age	Frequency	%	Valid Percent	Cumulative Percent
<35	135	36	36	36
36-45	94	25	25	61
46-60	102	28	28	89
>60	39	11	11	100
Total	370	100		

Table 6.1 Age-wise classification of Respondents

Gender	Frequency	%	Valid Percent	Cumulative Percent
Male	248	67	67	67
Female	122	33	33	100

Table 6.2 Gender wise classification of the respondents

6.3. Testing of hypothesis using correlation

H₀ - There is no significant impact of Human Quotients (IQ, PQ, EQ, SQ) on individual performance.

H₁ - There is significant impact of Human Quotients (IQ, PQ, EQ, SQ) on individual performance.

	<i>SQ Average</i>	<i>IP Average</i>
SQ Average	1	
IP Average	0.61423921	1

Table 6.3.1 Correlation between SQ and IP

There is strong correlation between SQ and IP. Hence regression model can be built on to understand the impact of SQ on IP



Model Summary

<i>Regression Statistics</i>	
Multiple R	0.66587867
R Square	0.4433944
Adjusted R Square	0.43574872
Standard Error	0.49442213
Observations	370

Table 6.3.2 Model summary of SQ on IP

This implies that 44.33% of the variance in the Individual Performance is determined by the spiritual quotient

H₀: The fit of the intercept-only model and derived model are equal.

H₁: The fit of the intercept-only model is significantly reduced compared to derived Model including spiritual quotient

ANOVA								
	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>			
Regression	1	60.3149087	60.3149087	222.96511	9.48609E-40			
Residual	368	99.548698	0.27051277					
Total	369	159.863607						

Table 6.3.3 Anova of SQ on IP

As per table 6.3.3, One way ANOVA test was conducted with an alpha level of .05, and the results rejected the null hypothesis with f=222.96, df=1,369 and p=.000. Since P value for the F-test of overall significance test is less than your significance level, the null-hypothesis is rejected and concluded that derived model including spiritual Quotient provides a better fit than the intercept-only model.

	<i>Coefficients</i>	<i>Standard Error</i>	<i>t Stat</i>	<i>P-value</i>
Intercept	2.65	0.23	11.71	0.00
SQ Average	0.60	0.04	14.93	0.00

Table 6.3.4 Regression Coefficients of SQ on IP

Model Equation

Model Equation: = IP= 0.60*SQ+2.65.

As per table 6.3.4, the impact of Spiritual quotient on the Individual Performance is measured by fitting the regression equation. Individual Performance is taken as dependent variable and Spiritual Quotient have been considered as an independent variable. The equation has been fitted in the study as y= a+bx, where “a” is constant and “b” is regression coefficient.

It is observed that the simple regression equation of Individual Performance (IP) = $0.60 \cdot SQ + 2.65$. . When spiritual quotient is increased by one unit, it will increase the performance by 0.60. The $p = 0.00$ which is less than 0.05 ($p < 0.05$). The coefficient of determination R^2 is 44.33, which interprets that 44.33% of the total variation in the Individual Performance is explained by the variation in Spiritual Quotient. Therefore, the contribution made by this variable in improving the Individual performance is 44.3 percent during the period of study.

Suggestions

Model Developed for measuring Spiritual quotient and the areas of improvement. Trainings can be designed based on the areas of improvement.

Spiritual Quotients Dimensions	Score in %	Scope for Improvement in %
Consciousness	69.048	30.952
Grace	81.429	18.571
Meaning	71.429	28.571
Transcendence	81.818	18.182
Truth	80.000	20.000

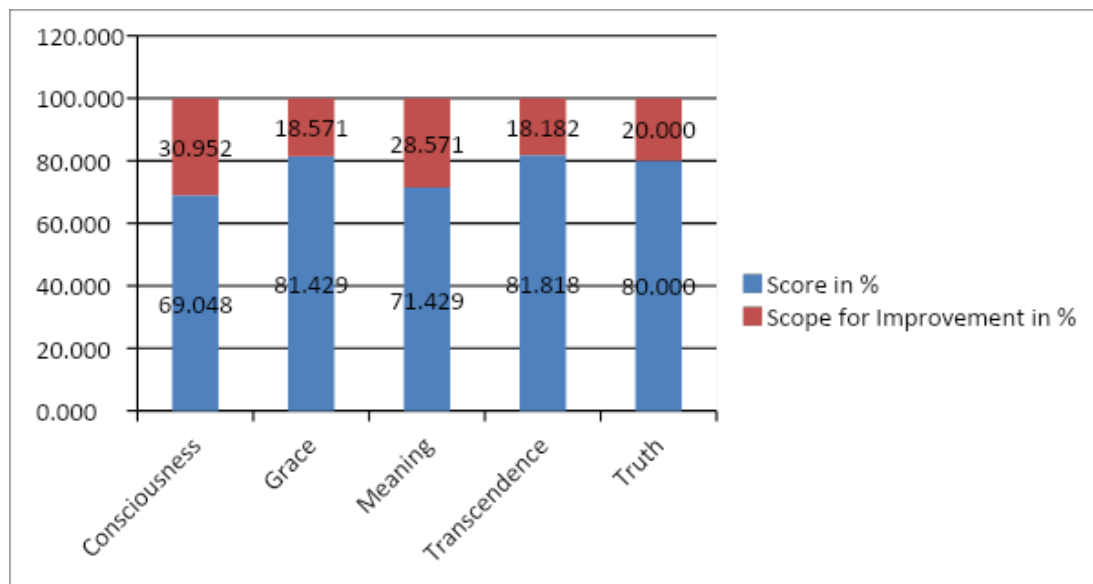


Fig 7.1.1 Dimension wise Spiritual quotient and scope for improvement

From the above chart Consciousness score is less followed by Meaning. Hence training can be provided to improve these scores. Following are few guidelines for improving spiritual quotient.

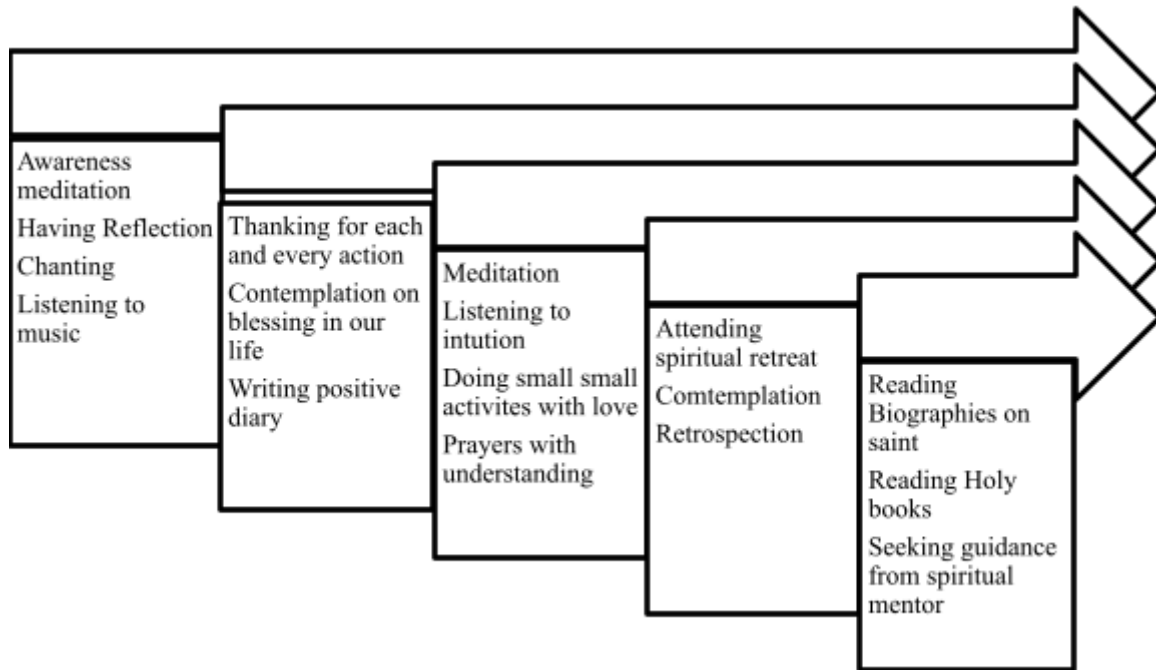


Fig 7.1.1 Guidelines for enhancing spiritual Quotient

Findings and conclusion

Organization can leverage this model and design training programme to enhance spiritual quotient thereby increase individual performance. It can be practically executed in any type of organization. The major finding is that spiritual quotient impacts the Individual Performance. The researcher has used both descriptive as well as inferential statistics. At the time of recruitment most of the organization considers IQ only. Organization can modify their strategies and check the spiritual quotient of the officials who are joining at the senior position so that smooth ecosystem can be established.

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