

Impact of Spiritual Intelligence on Resilience among Employed Women

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ABSTRACT

Spiritual Intelligence is the way to express these innate spiritual qualities through our thoughts, attitudes and behaviour. Being spiritual intelligence means to dissolve the ego within us, reflection of virtuous behaviour, get connected to inner and outer world. To see everything human being as soul/spirit, going beyond the bounds of self and making an impact on the overall well-being and development of society, to achieve the welfare of the people, society and nation. When under strain the ability to remain adaptive and re-orientate to the new situation is the essence of resilience in relation to human behaviour. Attributes attached to resilience include self-reliance, high self efficacy, flexibility, finding meaning and purpose in life, proactive approach and control on emotions as well. Resilience is learned from previous adversity experienced by an individual; it is like a muscle that can be built up over time. The present study was conducted to see the impact of spiritual intelligence on resilience among employed women. For this purpose, 150 employed women were taken from Urban Patna. The sample was collected by incidental sampling method. The spiritual-intelligence was assessed with the spiritual intelligence scale developed by Roquiya Zainnudin and Anjum Ahmad, Resilience Scale by Shruti narain and Vijay Laxmi. Linear Regression analysis revealed that spiritual-intelligence predicts resilience among employed women in a significant way.

Keywords: *Spiritual intelligence, Resilience, Employed women*

Intelligence is one of the most important attributes of human beings and one of the central debated construct. It is one of the significant predictors of human competency and achievement. (Sternberg 1985). Intelligence quotient has been best described as single construct, while many others have proposed to existence of several kinds of intelligence. (Cianciolo & Sternberg, 2004; Gardner, 1983; Sternberg, 1988). The psychological study of human intelligence and its nature have been areas of continuous scientific debate (Cianciolo & Sternberg, 2004). Howard Gardner believes that there are different aspects of intelligence, along with several other abilities. He originally listed seven, later eight intelligence's and then proposed tentatively ninth including existentialist intelligence (Gardener, 1998, 1999b).

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With the advent of 21st century there is a growing evidence that there is third 'Q' that is SQ or spiritual intelligence apart from IQ or EQ. Thus, the full picture of intelligence can be completely with this third 'Q' that is spiritual-intelligence. Zohar and Marshall (2000) described spiritual intelligence as the ultimate intelligence.

Spirituality plays a very important role for Spiritual intelligence as the concept of spiritual intelligence is dependent on it. Research has proposed that spiritual beliefs and practices makes a person psychologically and physically healthy, brings stability in our lives and improved quality of life (Seybold and Hill, 2001). The two famous name who have done work on the concept of Spiritual Intelligence are Danah Zohar and Dr. Ian Marshall. SQ concept was developed by them and they came up with the book which was name "Rewiring the Corporate Brain", in 1997. The term Spiritual Intelligence is coined by Danah Zohar (1997).

Danah Zohar defined 12 principles underlying Spiritual Intelligence

1. **Self-awareness-** To know ourselves, what motivate us.
2. **Spontaneity-** Spontaneous and flexibility, adaptability.
3. **Being Vision and Value-led-**How we act according to some principle and values in the life and what is our vision in life.
4. **Holism-**To perceive everything in a broad context, see connection between things and a sense of belonging to humanity and universe.
5. **Compassion-**a feeling of sympathy
6. **Celebration of Diversity-**To give respect and value to other people and accept the differences among each other.
7. **Field independence-** standing out of crowd and having one's own stance.
8. **Humility-**To have a feeling of
9. **Tendency to ask fundamental questions-** To know the things from the bottom.
10. **Ability to reframe-**To come out of a problem and starts a new phase once again.
11. **Positive use of adversity-**Learning from difficulties and sufferings of life.
12. **Sense of Vocation-**To serve in a best way.

According to Zohar and Marshall (2000), Spiritual intelligence is the ability which helps us to question the meaning and values in a much wider context. The intelligence through which we acquire the capacity to view the life in a richer-wider context and is meaningful. With the help of this one can be able to assess the direction of life and course of action which will be meaningful. (Zohar & Marshall, 2000).

Zohar & Marshall included that through spiritual intelligence we can determine the course of action of our life in a much better way than others. It provides integrity and wholeness and a sense of deep self within us through which we are able to get answers to most of our questions.

Richard Wolman- The extensive work in the application of spiritual intelligence is done by Richard Wolman. He defined Spiritual intelligence as the capacity to ask questions about the meaning of life and to experience a beautiful connection which exist between each of us the world where we live in.

Frances Vaughan (2003) The Spiritual intelligence is concerned with our inner soul, inner spirit present within us which connects the ourselves with being in this world.

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Vaughan explains that spiritual maturity is a way to express spiritual intelligence which also depicts emotional and moral maturity and is reflected by the ethical behaviour of a person, through wisdom and compassion as well.

When one is able to do introspection and able to differentiate between illusions and reality that what implies spiritual intelligence. How one get connected through inner and outer life, have an awareness of oneself.

Some important aspects when one tries to find out SQ are Intuition, to see things from multiple perspectives, the capacity to love, holistic view, spiritual seeking and practices, kindness, compassion and so on.

Nasel (2004) He defined spiritual intelligence as the capacity to use the spiritual resources and potentialities in an optimum manner and try to search for meaning.

The potentialities and resources could be a prayer, intuition or transcendence which helps to see the meaning of life, facilitate problem solving ability and decision making ability within us.

Smith (2005) concluded that spiritual intelligence is how u adapt with the environment and have a capacity to endure the pressure.

According to **Smith (2005)**, some underlying principles of spirituality are Spiritual experiences, Stress suppression, objective, living-out, beliefs centrality, religious practice, endurance and religious concepts.

Arman (2009), defined spiritual intelligence as a kind of ability that causes self-consciousness, self-control, profound understanding of meaning of life, purposefulness, increase in peace, the ability to communicate effectively.

King (2008) D. B. King (2010) states that “spiritual intelligence is currently defined as a mental capacities which helps to adapt oneself, leads to flexibility, integration between self and the world and is transcendent in nature, which leads to reflect the existence of oneself and helps to get the meaning of life and able to recognize the transcendent dimension of self.

The four major components of Spiritual Intelligence proposed by King are

- 1. Critical Existential Thinking:** This component relates to the existence of oneself, why I am here, what is my purpose of my existence, what is the ultimate purpose. When we have purpose in life, we engaged ourselves in constructive ways to reach our goal. The question on our existence, the questions about life and death which creates anxiety can only be resolved by successfully adapting ourselves, coping, problem-solving and abstract reasoning reasoning. People with low level of critical existential thinking rarely ponder about meaning of existence in their life and stuck themselves in materialistic world. The person with high critical existential thinking contemplates about their existence and tend to explore the ideas and philosophies given by other's in life.
- 2. Personal Meaning Production:** The ability to make personal meaning in life. It means whatever experience we get from our life we derive a meaning which is useful to us in a way which helps us to be competent so that one can achieve mastery

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whatever they chose in the life. The ability to construct meaning and purpose in stressful situation as well and lessen the impact of adverse and stressful situations in our lives is known as Personal meaning production. Person with low personal meaning production struggles to find meaning and purpose in life whereas person with high personal meaning production capable of creating meaning and purpose in life.

3. **Transcendental awareness:** The capacity to identify the transcendent dimension that is developing a sense of identity beyond our individuality and physical world. Transcendent state is that particular state where we define our identity not as something which is you but something which is beyond ourselves. Realizing that we are not different from universe, whatever we will do it will affect the universe and whatever is happening in the universe will affect us. The sense of identity is beyond you and you are defining it in spiritual terms is the transcendent awareness.
4. **Conscious state expansion:** The capacity to enter and exit higher states of consciousness that is a consciousness where you are free from all type of thoughts and the only thing which matters is to go in a deep meditation, prayer which makes us to get closer to the all-mighty and see a larger perspective of life in a much meaningful and rich context.

Emmons: He defines Spiritual Intelligence as an intelligence which helps to identify the skills and abilities present within us and how one can use those skills and abilities to enhance the spiritual dimension in oneself (Emmons, 2000).

According to him “the adaptive use of spiritual information to facilitate everyday problem solving and goal attainment”, is what is spiritual intelligence is.

According to him the four criteria or the components list of spiritual intelligence are

- a) The capacity for transcendence,
- b) The ability to raise the level of consciousness to get and recognize the spiritual dimension
- c) The ability to feel a sense of divinity and sanctify in everyday activities, events and relationships
- d) The ability to make use of spiritual resources to sort our problems in life (p.64).

However, Emmons (1999) is not very explicit on his definition of ‘spirituality’ nor ‘spiritual’ (Tirri et al., 2006). He approaches spirituality through personal goals and motivation. The multiple personal goals that a person might possess in striving towards the ‘sacred’ is known as “ultimate concerns “by emmons. (p. 6).

WIGGELSWORTH (2012) define spiritual intelligence as “the ability to take up the things sensibly, showing compassion in behaviour by maintaining a balance within themselves and handling the situation wisely. According to her spiritual intelligence is not attained in a day. It is the intelligence which takes time to develop as it is a skill which need time and patience. She identified 21 skills with four categories which are Self/self-awareness, universal awareness, Self/self-mastery, and social mastery and spiritual presence. According to her the aim of spiritual intelligence should be to answer the driving force of life which makes us to lead a life with zeal, enthusiasm which provide meaning to our life. She asks a question about “a person who are calm”, are they wise? Do they have a heightened consciousness which shows an heightened self. She goes on to say that spiritual intelligence helps us mature the ego and allow our Higher Self to drive the car of our life, while ego sits in the passenger seat (p.13). Wigglesworth developed the “SQ21” spiritual intelligence

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assessment instrument. According to Wigglesworth to live a life with greater consciousness, direction, wisdom and compassion is what makes a person spiritually intelligent.

Matin, Kheirandish, and Jahani (2011), described the components of spiritual intelligence which includes spiritual abilities and aspects of personality which are related to values and life meaning, the capability to ask questions and find answers to those questions. To know God, believe in God, high aim in life, optimistic view towards life, altruistic in nature, develop insight, capacity to act virtuously, capacity to utilize intelligence and mental resource for solving everyday problems. So, from the given views by various eminent people we come to understand that spiritual intelligence is how we perform our actions, which course of actions we take to solve problems of our life, understanding the life in a much richer, wider and meaningful context. It is the access through which we understand the vision, value and meaning of life. It is the intelligence which makes us complete and whole by providing integrity.

For the better functioning of IQ and EQ, Spiritual quotient (SQ), can act as a bridge which connects the cognition and emotion between mind and body. SQ is that part which enables a person to create a purpose and a goal in life, a person is able to see the consequences of his/her actions and makes a life meaningful. More the SQ less the error.

Spiritual intelligence is concern with true inner self and spirit and it's relationship with being in the world and existence in the world. It helps to distinguish between the reality and the illusion. The ability to behave with wisdom and compassion and maintaining the peace in any circumstances of life. Spiritual intelligence plays a very important role in physical and mental health. A set of capabilities, capacities one has and how one uses the spiritual resources. The use of spiritual information in an adaptive manner and better the adaptation with environment more the spiritually intelligence.

Resilience: Innate Capacity for Lifelong Strength and Capacity

The word resilience comes from the Latin word resilience, which refers to the pliant or elastic quality of a substance (R. R. Greene et al., 2002). Resilience has been defined as a process which involves to adapt oneself and bounce back from the adverse circumstances and move on.

Thus, the concept has dual nature which involves (1) adversity and (2) positive adaptation. The meaning of adversity is when one come across various types of stressful life events. It ranges from stressful life events, early adversity in childhood, life and chronic stressful conditions. Some adversities become inevitable part of life. (Masten, & Reed, 2002, p. 75). Positive adaptation is when one successfully come out of all odds and adversities. The person responds positive manner by adapting themselves to those stressful events, counter the conditions, see the possibilities out of it come with a good outcome. The way the person will look at the stressors depend upon the emotional state of that person. a person will have a positive orientation or not depends upon the state in which a person is.

LITERATURE REVIEW

Anwar, M. A., & Osman-Gani, A. M. (2015) examines the effect of spiritual intelligence and its dimensions on organizational citizenship behaviour among the employees who are working in manufacturing and service industries in Malaysia. Multiple regression analyses have revealed that employee spiritual intelligence plays an important role for generating citizenship behaviour among employees. The two important dimensions namely critical

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existential thinking and transcendental awareness of spiritual intelligence are having great effect on organizational citizenship behaviour.

Sood, S., Bakhshi, A., & Gupta, R. (2012) carried out research to explore the relationship between personality traits, spiritual intelligence and well-being among university students. Regression analysis revealed that transcendental awareness predicted well-being.

Khosravi, M., & Nikmanesh, Z. (2014) investigate on relationship between spiritual intelligence, resilience, and perceived stress. The regression analysis for prediction of the CD-RISC show that the SISRI predicts 0.10 of the CD-RISC variances.

Mamta and Singh, S. (2022) find the effect of resilience in explaining the relationship of spiritual intelligence and psychological well-being among teachers. To achieve this aim, a sample of 200 teachers (100 male teachers and 100 female teachers) within the age range of 25-40 years from different schools of Haryana was selected. The teachers' well-being was assessed with the Scale developed by Ryff (1989), spiritual intelligence by David king (2008) Resilience Scale by Wagnild and Young (1987). Linear Regression analysis revealed that resilience predicts psychological well-being among teachers in a significant way. This shows that teachers who were resilient reported higher levels of psychological well-being.

Gedela, N., Sharma, S., & Kang, T. K. (2022) study was conducted to assess the impact of spiritual intelligence on resilience among male and female university students. A linear regression was conducted to find the impact of spiritual intelligence on resilience in females. It was found that the variable, spiritual intelligence significantly ($p < 0.01$) contributed to resilience factor in females. Increase in spiritual intelligence by 1 per cent, increases resilience level in females by 0.266 per cent. The coefficient of determination (R square) was found to be 26 per cent.

Shukla. M. (2021) examine the relationship between spiritual intelligence, resilience and life satisfaction in young adults. The obtained values of linear regression analysis between the independent variable SI and dependent variable resilience shows the value of $R = 0.45$, $R^2 = 0.23$ and significance of $F = 0.00$, thus it can be concluded that spiritual intelligence is a predictor of resilience and the values showcase 20% (i.e., R^2 value) variance in independent variable on dependent variable.

LR Sinchana and Dr. Molly Joy (2023) s R value (0.282) which is the coefficient of correlation between spiritual intelligence and resilience. A low value of R depicts weak positive correlation between the variables. R^2 value (0.0795) determines that 7.9% of resilience can be explained by the predictor i.e., Spiritual Intelligence.

Seth and Sachdeva (2023) research explore how resilience is predicted by spirituality among Gen-Z. The study was conducted on sample a of 47 aged 18-25. The regression analysis revealed that spirituality causes resilience.

Singh (2022) addressed a research titled the mediating effect of resilience on intelligence, spirituality and psychological well-being. Linear regression analysis showed that resilience significantly predicts teachers' spiritual intelligence and psychological well-being. This suggests that teachers who were resilient reported higher levels of spiritual intelligence and psychological well-being.

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Soyer and Erkan (2023) conducted a study to examine the mediating role of psychological resilience as part of the effect of spiritual well-being in the supportive care needs of women with breast cancer. The indirect effect of spiritual well-being on supportive care needs was significant, thus, psychological resilience was shown to have a mediating effect on the relationship between spiritual well-being and supportive care needs.

Objective of Study

To see the impact of spiritual intelligence on resilience among employed women.

Hypothesis

Spiritual intelligence will significantly predict resilience among employed women.

RESULT

Table 1 Showing inferential statistics (regression) for spiritual intelligence and resilience among employed women.

Variable	Predictor	Beta-coefficient	R	R ²	F	P
Resilience	Spiritual-intelligence	.086	.246	.060	9.527	p<0.01

In Result Table, correlation was found between spiritual intelligence and resilience, simple linear regression analysis was done to examine the extent of prediction. Results of the linear regression analysis confirmed the significance of the model for predicting resilience through spiritual-intelligence in the women ($F=9.527$, $P<0.01$). Accordingly, spiritual-intelligence is a significant predictor of the resilience among employed women. The beta coefficient represents the relationship between spiritual intelligence and resilience among employed women. It measures the change in the dependent variable for a one-unit change in the independent variable, while holding all other variables constant. The beta coefficient is 0.086 which means that every unit increase in spiritual intelligence, the resilience of employed women expected to increase by 0.086 unit. The beta coefficient of 0.086 suggests a relatively small effect on resilience for a one unit change in Spiritual intelligence. The results also revealed regression coefficient (R) between spiritual intelligence and resilience which is 0.246, suggesting a good linear relationship between spiritual intelligence and resilience. The regression coefficient (R) measures the strength and direction of relationship between the predictor (spiritual-intelligence) and dependent variable (resilience). The R value is (0.246) which indicates a good and positive correlation between spiritual intelligence and resilience, which means if there will be an increment in spiritual intelligence, the resilience of employed women will also increase. Furthermore, given the value of the R² spiritual-intelligence can explain 6% of the variances in resilience of the respondents in the research sample. The obtained R² is 0.060 which means that 6% of variance in resilience is explained by spiritual-intelligence in regression model. R² represents the proportion of variance in the dependent variable (resilience) explained by predictor (spiritual intelligence). The results of this study indicated that spiritual-intelligence can be good predictor of resilience among employed women. It accounts for only a small portion of variability observed in resilience. This suggests that the regression model may not fit the data very well or that there may be other factors influencing the resilience that are not included in the model.

DISCUSSION AND CONCLUSION

Accordingly, the hypothesis stating that spiritual intelligence plays a role in predicting resilience in employed women was confirmed. The present result suggests that there is significant impact of spiritual intelligence on resilience. The implications of spiritual-intelligence as a predictor of resilience can be elucidated by many studies done in the past decade. There are very limited literature available on the regression analysis on spiritual-intelligence and resilience among employed and unemployed women. However, the researches which are available it shows that spiritual intelligence have positive relationship with resilience among students. Among them are done by Sinchana and Joy (2023) study aimed at understanding the relationship between spiritual intelligence and resilience among college going students. According to the results of the study, there is significant and positive relationship between Spiritual Intelligence and Resilience among college going young adults and 7.9% of resilience can be predicted by spiritual intelligence. Ramezanzadeh and Moslehamiredhi (2020) study shows that spiritual intelligence significantly predicts 25% of variance of students. Sogolitappeh et al., (2018) investigate the relationship between spiritual intelligence with resilience in undergraduate students and the results showed that spiritual intelligence predicts 53.9% of the variation in resiliency. Darvishzadeh and Bozorgi (2016) determine the relationship between resilience, psychological hardiness, spiritual intelligence, and development of the moral judgment of the female students. The results revealed that spiritual intelligence is effective in determining the variance and is significant predictor of resilience among female students. Khosravi, and Nikmanesh(2014) findings shows that Spiritual-intelligence predicts 0.10 of the resilience among students. The data of Sood, Bakhshi, and Gupta (2012) was subjected to data analysis which shows that transcendental awareness predicted well-being among students. Seth and Sachdeva (2023) conducted a study on young adults and the regression analysis revealed that spirituality causes resilience. Gedela, Sharma and Kang (2022) assess the level of spiritual intelligence, resilience and to explore the impact of spiritual intelligence on resilience according to family structure among youth. Regression analysis proved that spiritual intelligence had positively contributed to resilience.

Koolae and Haghani(2022) explore the role of spiritual intelligence and positive thinking in the psychological hardiness of women who have recovered from addiction. The results of the study indicated that spiritual intelligence and positive thinking can be good predictors of psychological hardiness in women quitting the addiction. Shukla (2021) examines the relationship between spiritual intelligence, resilience and in young adults and the linear regression analysis shows that spiritual intelligence is a predictor of resilience.

There are several factors which also determine resilience among employed women. Emotional intelligence is a factor which may also influence resilience, it aids stress-resilience (Schneider et al., 2013). Psychological hardiness may also contribute to resilience among employed women (Bradshaw, Chant & Linneker 2019). Resilience has been related to resources that may empower and assist women in functioning adaptively, such as higher income, education, and employment (Bonanno et al. 2006; 2007; Morenoff et al. 2001; Wells 2009).

Social relationships, turning point experiences in life, the individual factors such as emotional reactivity, cognitive skills, personality traits, a sense of coherence and well-being among themselves also contribute to the development of resilience among them. The early developmental influences, adverse situations of life which they overcome, the intrinsic individual characteristics such as self-awareness, self-esteem and self-worth also contribute

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to the resilience. Among employed women the healthy workplace environment, the peer group, financial resources, a strong learning orientation and a growth mindset tend to make them more resilient.

The findings of the present study indicates that spiritual intelligence have significant impact on resilience among employed women. Employed women have to play dual role both at professional and personal level, has to adjust accordingly with the situation. Employed women has to be vigilant has to tolerate stress, burden and has to face challenging surroundings around them. Being spiritually intelligent will make a person to handle any obstacle, which helps a person to sustain. A research study by Barmi B et al. (2019), O'Sullivan, L., & Lindsay, N. (2022) showed that, spiritual intelligence was substantially related to improved resilience and decreased emotions of stress and depression. So, it can be inferred from this study that spiritual intelligence gives meaning and purpose in life and has a capacity to foster peoples physical and mental health. The findings of the present study showed that spiritual intelligence can predict resilience among employed women. Employed women with a higher level of spiritual intelligence will be more resilient that is respond to hardship, trauma, disaster, threats, or even major sources of stress, which entails recovering from challenging circumstances or interactions. Studies have also proved that individuals who have spiritual tendencies have more adaptive physical and emotional coping strategies when facing injuries, therefore that they can gain better control of the critical situations and be more health. Employed women has to show behavioral resilience at workplace that is they have to accept the changes in the workplace or the organization where they are working and has to maintain the performance despite facing adversity at workplace.

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Conflict of Interest

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