

Spiritual Intelligence among the Technical and Non-Technical Employees in Pharmaceutical Companies

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ABSTRACT

The present study aimed to know the spiritual intelligence among pharmaceutical company in working of the technical and non-technical employees. It also aimed to check spiritual intelligence with reference to types of employees and level of experience. The Roqan Spiritual Intelligence Test (RSIT) prepared by Prof. Roquiya Zainuddin and Ms. Anjum Ahmed (2010) was used. The sample constituted total 160 employees out of which 80 were from Types of Employees (40 technical and 40 non-technical employees) and 80 from Level of Experience (15 to 20 years and 25 to above years). The data was collected from pharmaceutical company from Gujarat state. The data was scored, analyzed as per the manual. 't' test was being calculated. The result showed that (1) There is no significant difference between the mean score of spiritual intelligence among technical and non-technical employees. (2) There is no significant difference between the mean score of spiritual intelligence among level of experience of 15 to 20 years and 25 to above years.

Keywords: *Spiritual Intelligence, Technical and Non-Technical Employees, Pharmaceutical Companies*

“All earthly delights are sweeter in expectation than in enjoyment; but all spiritual pleasures more in fruition than in expectation.” - Francois Fe’Nelon on Spirituality

Maslow (1970) in his book “Religious Values and peak Experiences” expressed high concerned with genuine spiritual values. Jung (1933) found that he was able to cure those midlife patients who recovered a spiritual orientation to life. Frankl (1967) believes that three factors comprise the essence of human existence: spirituality, freedom and responsibility.

“The word spiritual comes from the Latin root “spiritus”, which means “breath” _referring to the breath to life. It involves opening our hearts and cultivating our capacity to experience awe, reverence and gratitude. It is the ability to see the sacred in the ordinary, to feel the poignancy of life, to know the passion of existence and to give ourselves over to that which is

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Spiritual Intelligence among the Technical and Non-Technical Employees in Pharmaceutical Companies

greater than ourselves. Its aim is to bring about greater love and compassion for all people and living things. Its effect: good physical and mental health _David N Elkins:

SQ (Spiritual Quotient/intelligence): SQ puts our individual lives larger context. It provides meaning and purpose in life and allows us to create new possibilities. SQ allows us to utilize our IQ and EQ in a unified way to express our gifts in the world that betters not only our life but all beings. SQ is found in great leaders such as Gandhi, Mother Teresa, martin luther King, and Nelson Mandela. Having SQ will increasingly become a determiner of success in this next decade and beyond.

Criticisms: It has been argued that Spiritual Intelligence cannot be recognized as a form of intelligence. Howard Gardner, originator of multiple intelligence theory, chose not to include spiritual intelligence amongst his intelligences due to the challenge of codifying quantifiable scientific criteria. Later, Gardner suggested an “existential intelligence” as viable, but argued that it was better to “put aside the term spiritual, with its manifest and problematic connotations, and to speak instead of an intelligence that explores the nature of existence in its multifarious guises. Thus, an explicit concern with spiritual or religious matters would be one variety—often the most important variety of an existential intelligence.”

Maslow (1970) in book “Religious Values and Peak Experiences” expressed high concerned with genuine spiritual values. “The word spiritual comes from the Latin root “Spiritus, which means “breath” – referring to the breath of life. It involves opening our hearts and cultivating our capacity to experience awe, reverence and gratitude. It is the ability to see the cared in the ordinary, to feel the poignancy of life, to know the passion of existence and to give ourselves over to that which is greater than ourselves. Its aim is to bring about greater love and compassion for all people and living things. Its effect : good physical and mental health” – **David N Elkins.**

There are three types of intelligence that determine our inner and outer success in life

- **IQ (Intellectual or rational intelligence)** – Usually equated with having high logical, strategic, mathematical and linguistic talents. Good for solving problems.
- **EQ (Emotional intelligence)** - Equally important as - IQ in determining success. People with a high EQ relate well with others, have high self- esteem and respond appropriately to situations.
- **SQ (Spiritual Intelligence)** Essential to our well-being –SQ put our individual lives in larger context. It provides meaning and purpose in life and allows us to create new possibilities.

Importance of spiritual Intelligence: The modern society is characterized by a lack of emotional and spiritual intelligence as most of us worship materialism, and instant emotional and physical gratification. Consequently we turn to food, drink, drugs, gambling or sex to try to fill ourselves up and to get rid of the emptiness that we fell. There tends to be a lack of

Spiritual Intelligence among the Technical and Non-Technical Employees in Pharmaceutical Companies

morals, a lack of family, a lack of a sense of community, and ultimately a lack of inner peace and meaning in our lives.

Traditional religion has lost its ground but spiritual essence still lies within us. When a culture doesn't provide spiritual visions for the people, the answer is to develop individual's spiritual intelligence by developing a new level of consciousness (awareness/thinking/possibilities) that will give human beings greater meaning, inner peace and happiness.

Meaning of Spirit and Spirituality : The English word 'spirit' (from the Latin word, 'spiritus', which means "breath") has many differing meanings and connotations, all of them relating to a non-corporeal substance contrasted with the material body. The spirit of a human being is the animating, sensitive or vital principle in that individual, (similar to or same as the soul, 'aatma'), taken to be the seat of the mental, intellectual and emotional powers.

Objective

The objective are :

- (i) To know whether spiritual intelligence is more among types of employees.
- (ii) To know whether there is any difference among the spiritual intelligence among level of experience. (15 to 20 and 25 to above years).

Working Definition:

◆ Technical Employees :-

In the present study technical employees may be defined as employees who directly work with machine and people who engage with plant in limited company, private limited company and government company. Technical employees work in production department.

◆ Non-Technical Employees :-

In the present study Non-Technical employees may be defined as employees who directly work in different department such as Administrative department, Accountancy department, Human Resource department and Legal department in limited company, private limited company and government company.

METHOD

Hypothesis

- (1) There is no significant difference between the mean score of spiritual intelligence among technical and non-technical employees.
- (2) There is no significant difference between the mean score of spiritual intelligence among level of experience of 15 to 20 years and 25 to above years.

Sample

The sample of the present study constituted total 160 employees out of which 80 were from Types of Employees (40 technical and 40 non-technical employees) and 80 from Level of Experience (15 to 20 years and 25 to above years).

Spiritual Intelligence among the Technical and Non-Technical Employees in Pharmaceutical Companies

Research Design

A total sample of 160 employees equally distributed between types of employees and levels of experience from various Pharmaceutical Company of Gujarat State selected for the research study.

Showing the table of Sample Distribution

Level of Experience	Types of Employees		Total
	Technical	Non-Technical	
15 to 20 Year	40	40	80
25 to Above Year	40	40	80
Total	80	80	160

Variable

Independent Variable:

- (1) **Types of Employees:** Technical and Non-Technical Employees.
- (2) **Level of Experience:** 15 to 20 Year and 25 to Above Year.

Dependent Variable:

Spiritual Intelligence Score.

Tool

The Roqan Spiritual Intelligence Test (RSIT) prepared by Prof. Roquiya Zainuddin and Ms. Anjum Ahmed (2010) was used. The scale consists of 60 items related to following six dimension i.e. (1) The Inner Self (2) The Inters elf (3) Biostoria (4) Life Perspectives (5) Spiritual Actualization and (6) Value Orientation. The test consisted 78 items. The scale is rated as Likert rating type and judged on five (5) points scale The points strongly agree, agree, undecided, disagree and strongly disagree are rated as 5, 4, 3, 2, 1 respectively. Cronbach's Alpha Coefficient computed is.73, and the Guttman Split- Half coefficient calculated is 0.70. This shows that the test has a high reliability. The reliability index was calculated, which indicated high validity on account of being 0.85.

Procedure

The permission was granted from various Pharmaceutical Company for data collection (Gujarat State) after the establishment of rapport, personal information and the 'Roqan Spiritual Intelligence Test (RSIT)' was administrated the data was collected, scored as per the manual and analyzed. The statistical method 't' test was calculated and results were interpreted.

Spiritual Intelligence among the Technical and Non-Technical Employees in Pharmaceutical Companies

RESULT AND DISCUSSION

Table – 1, Showing mean, SD and “t” value of Spiritual Intelligence for Technical and Non-Technical Employees.

Group	N	Mean	SD	“t” – value	Table Value	Sign. Level
Technical Employees	80	220.59	43.84	1.09	1.97	0.05
Non-Technical Employees	80	228.01	42.61			

As can be seen from above table that “t” value of 1.09 is not significant at 0.05 level. This means that the two groups under study not differ significantly in relation to spiritual intelligence. The mean score of the technical employees group is 220.59 as against the mean score of 228.01 of the non-technical employees. Thus from the result it could be said that, non-technical employees show more spiritual intelligence than technical employees. The Hypothesis no.1 that there is no significant difference between the mean score of spiritual intelligence among technical and non-technical employees is accepted.

Table – 2, Showing mean, SD and “t” value of Spiritual Intelligence for Level of Experience of 5 to 10 years and 15 to 20 years.

Group Experience level	N	Mean	SD	“t” – value	Table Value	Sign. Level
15 to 20 years	80	205.18	55.43	2.07	1.97	0.05.
25 to above years	80	221.09	40.81			

As can be seen from above table that “t” value of 2.27 is significant at 0.05 level. This means that the two groups under study differ significantly in relation to spiritual intelligence. The mean score of the experience level of 15 to 20 years for pharmaceutical employees group is 205.18 as against the mean score of 221.09 of the experience level of 25 to above years for pharmaceutical employees. It should be remembered here that, according to scoring pattern, higher score indicated very higher spiritual intelligence. Thus from the result it could be said that, experience level of 25 to above years for pharmaceutical employees show more spiritual intelligence than experience level of 15 to 20 years for pharmaceutical employees. The Hypothesis no.2 that there is no significant difference between the mean score of spiritual intelligence among level of experience of 15 to 20 years and 25 to above years is rejected.

The above result shows that, there is highest amount of spiritual intelligence in pharmaceutical employees having experience of more that 25 years. The reason can be said that there will be more proportion of elements such as inter self, inner self and spiritual actualization in there type of pharmaceutical employees, on other hand employees having experience of 15 to 20 years have lowest amount of spiritual intelligence, the reason it is that there will be less amount of inter self, inner self and spiritual actualization in these type of employees.

Spiritual Intelligence among the Technical and Non-Technical Employees in Pharmaceutical Companies

CONCLUSION

- (1) There is no significant difference between the mean score of spiritual intelligence among technical and non-technical employees.
- (2) There is no significant difference between the mean score of spiritual intelligence among level of experience of 15 to 20 years and 25 to above years. Thereafter could be said that, experience level of 25 to above years for pharmaceutical employees show more spiritual intelligence than experience level of 15 to 20 years for pharmaceutical employees.

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