ROLE OF SPIRITUAL QUOTIENT IN ORGANIZATION: A REVIEW

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Abstract

SQ is fast emerging as the next big aspect of scientific study as it directly correlates to a person's awareness and consciousness. Spiritual quotient (SQ) is the emerging or the new concept of spiritual ability which is different with the material ability. Spiritual Quotient is very important and plays an important role in personal and professional life. It is also known as the ultimate intelligence or knowledge which plays an important role and is placed at the top of a hierarchy level, with the EQ and IQ below it. SQ plays an important role and also helps employees to evolve towards the betterment of the organization's and will make the employees connected to the organization, making their work more meaningful and help to lower down personal ego via self-reflection in the organization or in the environment. Organizational Spirituality also implies the opportunity to grow and contribute to something substantial. Spiritual quotientin the same way as intelligence quotient looks at the cognitive intelligence of the individual's is all about holistic approach towards the life: the wholesomeness, the self-awareness among the various individual , compassion, the creativity, the ability to think rationally and act accordingly in the workplace , commitment , empathy , ability to reason out etc.; all of this together plays an important role in the person's life .The implication of this paper is that implementation of SQ will enhance the organization as well as the individual.

KEY WORDS: Spiritual quotient, Organization, Review

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INTRODUCTION

Spirituality is a broad concept with points of view. In general, it includes a sense of belonging to something larger than us, and it usually involves a search for meaning in life. It is a universal human experience, something that affects us all. People can describe a spiritual experience as sacred or transcendent or simply a deep sense of vitality and interconnection. Spirituality is a way of life. How did you experience, how you study, how you live, how you understand, and how you act; called spirituality (Galanter, 2005).

Organizational spirituality is the recognition of an inner life that nurtures and feeds on useful work that takes place in the context of a community (Ashmos and Duchon, 2000). It is about the influence of mental and social aspects of a person to an organizational life, where it is recognized that people are inherently spiritual, and are forced to seek meaning and purpose in all aspects of life, which naturally includes the direction of their work. Spirituality in an organization tends to have certain characteristics, such as the commitment of responsibility, employee involvement in the organization, challenging oneself spiritually. The organization focuses on the virtues, creativity and flexibility. It is willing to hold itself for its values and for the bottom line. Spirituality in an organization focuses on the common good rather than focusing on the profit maximization.

REVIEW OF LITERATURE

Reave (2005) found that spirituality helps the person become crucial leadership that showsrespect for others, demonstrate fairness, express care and concern, listen very reactive, andRecognize the contributions of others.

A study by Dent, Wharff and Higgins (2005) shows that Spirituality in an organization contributes to the development of leadership theory. Spirituality isimportant for business leaders, HR managers, organization members, etc.

Work place spirituality and the Organizational Performance, On the Public Administration Review. This article reviews the literature on workplace spirituality, pointing out the emergent theories and thus examining the links between the various theories and

thus this phenomenon and organizational dynamics and examines workplace spirituality in a historical context and compares it to religious beliefs and to established ethical theories and the moral principles. It also looks at organizations in which an emphasis on spiritual values and beliefs has had an impact on the work place productivity and alsosuggests the ways that managers and the administrators in both the public and the private sector can use workplace spirituality to increase performance and todevelop the ethical organizations and ethical workplace.

Zohar & Marshal (2013), SQ or the Spiritual Quotient is the ultimate intelligence or knowledge is with which people address and solve the problems associated with the meaning and value of the organization with which it is associated. It is the intelligence that has the force to help people use their actions and lives in a wider, richer and meaning-giving context and in the organization. SQ (Spiritual Quotient) this also gives people potential to assess and to understand that one course of action or one way of life is more meaningful than the other (King, 2010).

Stead & Stead (2016) indicated that people look for meaning and value and meaning in life in what they do as people are driven by questions that why we exist and what is the meaning of our lives is very important for us to understand.

 Amram (2009) argue that "SQ is the set of abilities that employee use to apply, manifest and embody spiritual resources, values and qualities in ways that the enhances their daily functioning and well-being". SQ is theessential and an important to assist an individual in finding out the deepest and most the internal resource from which the capacity to care, the power t0 tolerate and adapt is obtained. SQ helps employee in the context of dealings and align personal values with a clear sense of purpose that demonstrate their integrity level high in the organization.

Geroy and Lewis (2000) argue that spiritual beliefs influence the roles in the workplace. Employees manifest spiritual beliefs and practices in the workplace. To prepare future managers for the challenge of managing the spiritual diversity, management educators choose the spirituality of the employee as an intercultural question. Zaidman and Gidoni (2011) also studied spirituality helps improve employee awareness of the work, improve communication and reduce

stress. It helps employees know social relationships. They defined the workplace spirituality as a form of organizational wisdom.

DISCUSSION

Spirituality at the Workplace is movements that began in the 1980s in which individuals seek to live their faith find the meaning to the life and also the spiritual values in the workplace. Employees find out nourishment in life for both the vertical and horizontal dimensions of the life and their spirituality at the work place. It is also about the individuals and the organizations seeing work as a spiritual path, for and as an opportunity to the grow ,to succeed in the life and to the have a competitive edge in the life and at the workplace to contribute to society in a the meaningful way. It is about care, compassion and support of others; about integrity and people being true to them and others. Examples of the vertical organizational spirituality include: meditation time at the beginning of the meetings, the retreat or spiritual training time set aside for employees, appropriate accommodation of the employee prayer practices, and openly asking questions to test if the company actions are the aligned with higher meaning and purpose. Companies with a strong sense of the horizontal will generally demonstrate the following: caring behaviors among the various co-workers; a social responsibility orientation; strong service commitments to customers; environmental sensitivity; and a significant volume of community service activities in the organization. People have a longing to feel a part of the larger reason, something in the direction of which people can also aspire. SQ allows them to be creative, to use their imaginations in there real world, and to change their rules in the organization. Further, it allows people to think out of the box and to take part in with the boundaries of their existence. SQ is very important and play an important role in ones life also is also called or known as the ultimate intelligence or knowledge which plays an important role and is placed at the top of a hierarchy level ,with the EQ and IQ below it. The SQ or spiritual quotient of the employees in any workplace or in the organization has silent but the most effective role to play on the employees performance or there behavior of the employees. SQ or the spiritual quotient is the ability of the person to kills the ego before it kills the creativity of the people or the person in the organization and it also helps the employees to make their work place more meaningful and comfortable and efficient and to ensure that in the workplace all the things go well and in the accordance with the flow of information in the organization. It also helps not only to better

understand each other but also to know our own lives but also of other human beings and what is happening around us in the environment .The practices of SQ or the spiritual quotient has an positive effect on the employees behavior or on the employees performance .The existence of SQ in the organization is very important and plays an important role in better understanding each other in the environment and also is important in creating and will better create self awareness ,behavior, judgment of self control decision making power, to judge the behavior of various person in the workplace ,adaptability,vision,value sense and intuition of the employee. Therefore SQ plays an important role and also helps employees to evolve towards the betterment of the organization's will makes the employees connected to the organization,makingthere work more meaningful and help to lower down personal ego via self reflection in the organization or in the environment.

Issues regarding spirituality at workplace are from the beginning to attract the attention of the business leaders, the top managers and employees alike. This 'Spiritual Movement' in the organizations is different from just abiding by the rules and just by obeying the orders. This dimension of Spirituality deals with adding meaning, purpose and a strong sense of community within the organization and in the life of the individual. Many organizations no longer see profit alone as the bottom line but for them people are an important asset in the organization and people's attitude or behavior plays a vital role. Instead they honor a commitment to 'people, planet, and the profit' also which is also referred to as the triple bottom line.

Spirituality comes from throne's own inner self, benefiting oneself from the self and the others, creating an alignment of the purpose and people and it comes from the persons own self and from the people inner self. It comes with surety validated by the heart instead of the mind alone and it creates inner meaning and motivation about work extending inner peace in one's own self with a natural desire to help other grow, learn, and to develop and to succeed in ones life while respecting and valuing individual land the group dignity.

Scarcity of resources is a well manifested fact and is an important concern for the people and the environment. With growing numbers to feed and with growing population ,this problem has taken an enormous shape which forces organizations to be more productive in every sphere

which means efficient and effective utilization of the available resources to generate greater levels of outputs to meet the ever-increasing demands in the organization. Hence increased or improved employee productivity isviewedasoneofthemanypossiblesolutionstothiscriticalissue.Studies and researches undertaken on the measures to increase employee productivity reveal the significant role played by theleadership, culture and themotivational levels of theemployees. Increasing attrition rates is a major problem faced by the organization ,grievances among employees, high levels of the stress and burn-outs, low employee morale low morale boost of the employees , huge absenteeism and the like are the major indicators as well as the consequences of degrading productivity of employeesthis is the reason for decreasing the productivity of the employees in the workplace the reasons of which may be accorded to the nature of leadership, motivation, corporate culture and the personal factors of employees such as their role conflicts ,values ,beliefs,feelings,attitudes, perceptions, goals.

Thus, it becomes important and necessary to understand the relationship between the spiritual intelligence of the employees, the workplace spirituality, and the organizational culture and the employee productivity are linkage to create a better performing organization in terms of profit and so that the efficiency of the employees and productivity at the workplace..

Workplace spirituality is an improving field in today's scenario or in today's world. Over the last years it is getting lots of importance. If these research questions are answered positively, then it takes up the humanity to a real 'humane' end. Balancing the workplace ethics and thespirituality at the workplace is needed for a good leadership and to balance with the business objectives and to lead for a cleaner business environment .Spiritual quotient (SQ) refers to the internal knowledge and guidance of the person,keeping the intellectual balance, internal and the external, and functional peace along with wisdom, tenderness, and gentleness. It is also the capability to find the power that leads us toward our dreams and towards our future and better tomorrow.

Employee Productivity also deals with the efficient utilization of the available resources to generate the: increasedoutputs reduce wastages and enhance 0rganizational performance. When we talk about workplace spirituality, there is an indication towards reduction of the wastage of resources in conflict management, grievance handling and employee stress levels. Such practices

lead to goal congruence and accomplishment of the organizational mission facilitating an empowering, encouraging organizational culture. This indicates that towards the development of a spiritual workplace to as to enhance employee productivity levels and establishment of an enriching organizational culture. Work life has become even more demanding, fast-paced, more stressful, more ambiguous, and evenchaotic thatemployeesare compelled to seek the value-oriented answers and means of the attaining personal stability from within. It has cometrealization that inner wisdom is the only source that can sustain their adaptation and the stability in the long run in the organization.The Spiritual Quotient (SQ) does have an impact on the human performance irrespective of the gender and plays an important role on the personality of the employees. The experiment also focuses on the mental work in this case administrative work rather than physical work and hence we may conclude that the spirituality connects well with the mind and the various types of people and the personality they have and how they carry themselves in the organization.

Spirituality is more of a process than of the end.SQ is all about how things need to be performed in the organization instead of just achieving the goals in the organization. The development of an individual and building of the creativity will require spiritual practices for process of achieving an organizational goal and organizational achievement. The rate at which an individual grows or builds is mostly self- determined. For example, an organizational goal is to deliver a production time within the budget and the time frame may force or inspire an employee to learn news kills and take on greater responsibility to achieve that goal in the organization .Here, spiritual goals and organizationalgoalsarenotcompatibleaswellasmutuallybeneficial.Thefollowing steps should help leaders and employees to establish workplace spirituality and the benefits of increased employee productivity leading to the organizational culture.

Spirituality is important because it provides a brief understanding of the self and others and leads to the development of the company. It helps to make the organization a fair place to work and improve the quality of interaction with others. Management educators can use the spirituality to prepare managers to face the future challenges in the organization, to improve awareness of employees at work, to improve communication and to reduce stress. Experienced employees with spiritual intelligence feel more connected with organization, have good sense of responsibility and show loyalty towards their work.

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