

**OPINION OF TEACHERS TOWARDS SPIRITUAL INTELLIGENCE FOR SUSTAINABLE
WORK CULTURE**

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Abstract:

“Knowing others is intelligence; knowing yourself is true wisdom.” (Lao- Tzu)

“Spiritual intelligence represents our drive for meaning and connection with the infinite.” (Stephen Covey)

Higher dimension of intelligence that activates the capabilities and qualities of the soul in the form of wisdom, compassion, integrity, joy, love, creativity and peace can be termed as spiritual intelligence. One can say that in order to bring the institutions achieve excellence there is a need for innovation in teaching learning process, establishing research culture, context relevant curriculum, good evaluation system and so on. NEP 2020 aims at making “India a global knowledge superpower”. NEP 2020 aims at building a global best education system rooted in Indian ethos and aligned with the principles, thereby transforming India into a global knowledge superpower. We all might have heard about spirituality and the rule of three. It states that whatever energy a person puts into the world whether it is positive or negative it will return back to him three times. This paper emphasises spiritual intelligence at sustainable work place which produce a sustainable work culture. In this paper opinion of teachers on spiritual intelligence for sustainable work culture is taken to know how spiritual intelligence helps the institution to perform better and sustain work culture for a golden future. Investigators were curious to know the opinion of teachers on spiritual intelligence for sustainable work culture. A survey was conducted on 100 school teachers hailing from Telangana, UP, Maharashtra, Bihar, Aurangabad, Andhra Pradesh, Jharkhand, Orissa and Karnataka states. Simple Random Sampling technique was adopted to collect the data. Objectives of the study were, 1) To find out the opinion of male teachers on spiritual intelligence for sustainable work culture. 2) To find out the opinion of female teachers on spiritual intelligence for sustainable work culture. 3) To compare the opinion of male and female teachers on spiritual intelligence for sustainable work culture. Results revealed that there is not much difference in opinion of male and female teachers towards spiritual intelligence for sustainable work culture. The full-length paper highlights the major findings of the study.

To have a better work culture there is a need for critical thinking understanding self, understanding others, transcendental awareness and conscious state expansion so that one can achieve the ultimate purpose of life, develop strong connection or bonding with co-workers and other people associated with work and have consistency between one’s core believes and the values of the institution or place of work. This write up is useful for teachers, teacher educators, administrators, policy makers to suggest, improve and sustain work culture with the aid of spiritual intelligence.

Keywords: Teachers, spiritual intelligence, sustainable work culture.

Introduction:

As we know spiritual intelligence prepares individual to solve creatively and constructively everyday life problems. The knowledge of spiritual intelligence would benefit teachers for better adjustment at home, in society and workplace environment. Researchers were interested to discuss on intelligence quotient (IQ) during 20th century. Emotional quotient (EQ) is basic requirement to use IQ effectively. Scientific data shows that there is a third ‘Q’. Human intelligence can only be completed

with discussion of spiritual intelligence. Spiritual intelligence means the intelligence with which one addresses and solve problems of meaning and values, the intelligence one can place his/her action and one's life a wider, richer, meaning giving- context, the intelligence with which one can assess one course of action or one life-path is more meaningful than other. SQ is necessary for effective functioning of IQ and EQ. So, it is our ultimate intelligence.

Howard Gardner says that there are at least seven kinds of intelligence. Zohar and Marshall argue that infinite intelligence can be linked to one of the three basic neural systems in the brain, and all intelligences. Gardner describes are actually variations of the basic IQ, EQ and SQ and their associated neural arrangements. Spiritual intelligence allows humans to be creative, modify the rules and alter the situations. Members of the organisation or institution share their assumption and believes about its goals, getting everyone in the institution to support the institutions efforts, developing a culture that the whole institution takes part in it starting from top and filters down in order to create a sustainable work culture.

This paper focusses on opinion of teachers on spiritual intelligence for sustainable work culture.

Review of related literature:

Makwana, Kunjbihari G. (2022) conducted research on “Social Intelligence, Spiritual Intelligence and study of Values among College Students”

Maryam poorre zagholi, Asgar salimi naveh (2022) conducted a study on “Investigating the relationship between Religiosity and Spiritual Intelligence with attachment among High School Students in Rafsanjan.

Dr Mrunali Chauhan (2022) conducted a study on “Spiritual Intelligence of Secondary School Students”.

Ina Grasmane et al. (2022) conducted a study on “Primary Validation of Children Spiritual Intelligence Scale by taking sample of Latvian Elementary School Pupils.

Parastoo Karimi aliabadi et. al. (2021) conducted a study on “The Role of Spiritual Intelligence in predicting the Empathy Level of Nurses with COVID 19 Patient”.

Rationale of the study:

Teachers make history by preparing future responsible citizens of our country. Responsibilities lies on teachers to mould their material i.e., students into good human beings for a better future. Teachers focusses on IQ, EQ and SQ and considerable efforts have been made by the researchers to study on spiritual intelligence. But scanty researches have been done on spiritual intelligence in India and its contribution in educational field. As compared to Western Society Indian Society is more spiritual based. Investigators made an attempt to find out the opinion of teachers on spiritual intelligence for sustainable work culture.

Objectives of the study:

- 1) To find out the opinion of male teachers on spiritual intelligence for sustainable work culture.
- 2) To find out the opinion of female teachers on spiritual intelligence for sustainable work culture.
- 3) To compare the opinion of male and female teachers on spiritual intelligence for sustainable work culture.

Methodology:

Keeping in view the research methodology, the investigators found it suitable to adopt descriptive survey method.

Population and sample: The population of the present study comprised of school teachers from India, however the sample constituted 100 school teachers (50 male & 50 female) from Telangana, UP, Maharashtra, Bihar, Aurangabad, Andhra, Jharkhand, Orissa and Karnataka states.

Sampling technique: Simple Random sampling technique was used.

Tool used for the measurement: Investigators developed a tool to find out opinion of teachers on spiritual intelligence for sustainable work culture with 44 items. Each item was rated on a five-point Likert scale that is Strongly Agree (SA), Agree (A), Undecided (UD), Disagree (D) and Strongly Disagree (SD). For favourable items (SA-5, A-4, UD-3, DA-2, SDA-1) and for unfavourable items reverse scoring was done. Reliability of the tool was found using Cronbach Alpha for 44 items and it was found to be 0.89. Face validity and content validity of the tool was found by taking expert’s view.

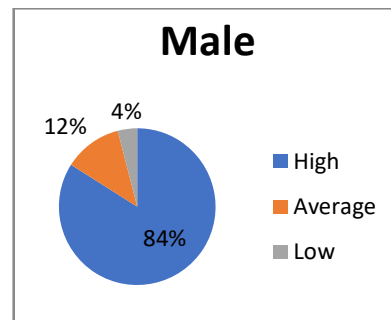
Scoring Procedure:

Gender	low level of spiritual intelligence Score range (44-102)	Moderate level of spiritual intelligence score range (103-161)	high level of spiritual intelligence score range (162-220)
Male	02(4%)	06(12%)	42(84%)
Female	NIL	13(26%)	37(74%)

Statistical techniques: statistical techniques such as percentage, mean, standard deviation and t-test were used to analyse data.

Data analysis: Data was analysed according to the objectives,

Objective 1: To find out the opinion of male teachers on spiritual intelligence for sustainable work culture.



Objective 1: To find out the opinion of female teachers on spiritual intelligence for sustainable work culture.

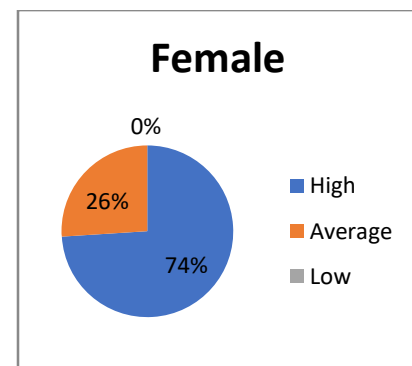


Table 1:

Group Statistics

Employee	N	Df	Mean	Std. Deviation	t-value	Level of significance
spirituality Male	50	98	189.66	17.319	-0.95	Not significant at 0.05 level
Female	50		192.64	13.677		

Table 1 shows that the calculated value of t is -.955 which is less than the table value for degree of freedom 98 at 0.05 level of significance. It reveals that there is no significant difference in the opinion of male and female teachers on spiritual intelligence for sustainable work culture. Hence, the null hypothesis is accepted.

Findings of the Study:

- ✚ 84% male teachers show High spiritual intelligence for sustainable work culture.
- ✚ 12% male teachers show average spiritual intelligence for sustainable work culture.
- ✚ 4% male teachers show low spiritual intelligence for sustainable work culture.
- ✚ 74% female teachers show High spiritual intelligence for sustainable work culture.
- ✚ 26% female teachers show average spiritual intelligence for sustainable work culture.
- ✚ there is no significant difference in the opinion of male and female teachers on spiritual intelligence for sustainable work culture.

Educational Implications:

- ✚ The present study has implications for administrators and heads to provide orientation in spiritual intelligence for sustainable work culture.
- ✚ Having high spiritual Intelligence helps in easy adjustment to workplace culture.
- ✚ Having high spiritual Intelligence promote congenial workplace environment.
- ✚ Having high spiritual Intelligence promotes creative teaching learning process.
- ✚ The findings have implications for researchers to conduct further researches related to spiritual intelligence.
- ✚ In Classroom Teacher Pupil interaction can be strengthened and can enhance spiritual sense of learners.

Conclusion: Teachers mould the students for better citizens of tomorrow. The Do's and Don'ts of teachers, their responsibilities, commitment, their opinion towards spiritual intelligence for sustainable work culture plays a greater role to enhance sense of belongingness, honest towards profession and holistic development of the organisation.

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