

# An Effect of Spiritual Intelligence on Job Efficiency of Professionals in Delhi Region

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## Abstract

In current era to make the world safer place for upcoming generations, one must endeavor to raise the individual moral stature by giving consideration to spiritual intelligence. Spiritual intelligence is the mind's capacity to handle real and spiritual aspects of life. This study explores the relationship between spiritual intelligence and job efficiency of professionals in Delhi Region. The primary and secondary data were used in this research. Here, the sample size is taken of sixty professionals. The study shows that Spiritual Intelligence helps them to develop optimistic outlook towards life & work which in turn provides positive result to professionals. It has been found in the research that Spiritual Intelligence enhances the work efficiency & effectiveness of their decisions. The study further explores that When spirituality will be completely embraced in our daily life, one will not only make a living in this physical world, but also make living a success, and experience every moment of life as new, every day as a day of uplift and blessing, and enjoy lasting peace.

**Key Words:** Spiritual Intelligence, Job efficiency, Success, Moral

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## Introduction

Job efficiency is the way professionals perform their task. For being productive and performing up to job's standard involves setting goals and objectives and striving to obtain them by following organization's rules, policies and procedures.

In order to understand the term spiritual intelligence, two words should be made clear: First, being spiritual; it means to think, act and interact from an awareness of self as a soul and not physical body. It means to know that our true spiritual nature is peaceful, loving and joyful; anger, sadness and other emotions that are always the result of ego misidentification that blocks the access to our true spiritual nature. Secondly, having intelligence means to know the right way, at right time

in right place and having right intentions.

Thus, spiritual intelligence is the expression of innate spiritual qualities, which are love, peace, purity and bliss, through our thoughts, attitudes and behavior. It is the ability to see every human being as soul or spirit and having an awareness to recognize and connect with the supreme power.

## Review of Literature

*Campbell, Maccloy, Oppler & Sager* (1996) states that job efficiency is a parameter for measuring the level of functioning of individuals at workplace. They consider efficiency as an action of an employee, not an outcome. *Noble* (2001) state that spiritual intelligence integrates the qualities of flexibility and emotional resilience which plays a role in psychological health and behavior. *Tee et al* (2011) found that in workplace, spiritual intelligence helps workers in the context of relationships and align personal values with a clear sense of purpose that demonstrates a high level of integrity in work. *Emmons* (2000) proposes four components for spiritual intelligence – ability to utilize

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spiritual resources to solve problem; ability to enter into heightened states of consciousness; ability to invest everyday activities and relationships with a sense of the; and capacity for transcendence. *Nazel (2004)* finds some features associated with Spiritual Intelligence are: Love, kindness, honesty, patience, tolerance, inner peace or balance in the face of existential challenges of life.

### Research Gap

This research is being undertaken to analyze the impact of Spiritual Intelligence on workplace efficiency of professionals because this area of study has the potential of exploration due to inadequate research data.

### Objectives of the Study

- To study the relationship between spiritual intelligence and job efficiency.

- To study whether spiritual intelligence increase level of job efficiency.
- To study whether spiritual intelligence helps in building harmonious relations with colleagues.
- To study the impact of Spiritual Intelligence on following qualities of professionals at workplace: Peace, Satisfaction, Optimism, Tolerance, Patience, Honesty, Kindness, Emotional Balance.

### Research Methodology

*Universe of the Study* : Chartered Accountants of Delhi Region was covered.

*Sample Size* : 60 Professionals

*Sampling Procedure* : Convenience sampling method

*Research Instrument* : Structured Questionnaire

### Results & Discussion

#### Age wise classification of respondents

Age	Number of Respondents
25-35	12
35-45	28
45-55	20
<b>Total</b>	<b>60</b>

(Source: SPSS Table)

The questions were distributed among questionnaire into 3 parts – Job Efficiency, Spiritual Intelligence,

and Impact of Spiritual Intelligence on Job Efficiency. The analysis is done within different age-group.

### Job Efficiency

#### 1. Trait(s) practiced on the job:

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Optimism	8	15	20	16	15	19	43	17
Integrity/Honesty	12	22	28	22	20	26	60	23
Tolerance	8	15	15	12	10	13	33	13
Perseverance	3	5	20	16	10	13	33	13
Patience	10	18	15	12	10	13	35	14
Humility/Kindness	6	11	15	12	8	10	29	11
Peace	8	15	12	10	5	6	25	10
<b>Total</b>	<b>55</b>	<b>100</b>	<b>125</b>	<b>100</b>	<b>78</b>	<b>100</b>	<b>258</b>	<b>100</b>

(Source: Data collected)

In the above table, 23% of respondents practice Honesty followed by 17% Optimism, 14% Patience, 13% Tolerance, 13% Perseverance, 11% Kindness and 10% Peace. It implies that Professionals in Delhi

Region practice Honesty more as compared to other traits while on job, irrespective of the age group, followed by optimism and patience in various age groups respectively.

## 2. Completing work and meeting deadlines:

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Always	5	42	15	54	15	75	35	58
Mostly	6	50	13	46	5	25	24	40
Missed deadlines usually/often	1	8	0	0	0	0	1	2
<b>Total</b>	<b>12</b>	<b>100</b>	<b>28</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>60</b>	<b>100</b>

(Source: Data collected)

In the above table, 58% of respondents always complete their work followed by 40% who mostly meet deadlines and 2% missed their deadlines usually. It implies that Professionals in Delhi Region mostly

meet their work deadlines. Further, tendency of timely work completion is seen always in age group of 25-35 followed by 35-45 and 45-55 respectively. It can be inferred that ageing affects work promptness.

## 3. Propose solutions to problems as initiative:

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Yes	12	100	26	93	20	100	58	97
No	0	0	2	7	0	0	2	3
<b>Total</b>	<b>12</b>	<b>100</b>	<b>28</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>60</b>	<b>100</b>

(Source: Data collected)

In the above table, 97% of respondents take initiative to propose solutions to problems as compared to 3% who do not take initiative to propose solutions. Professionals of 25-35 and 45-55 ages take more initiative to propose solutions as compared to professionals in age group 35-

45. It implies that nearly all professionals in Delhi Region propose solutions to problems as initiatives in which mostly youngest and oldest generations are initiators. A concern for initiative is less may be due to loads of responsibilities in 35-45 age groups.

## 4. Working Relationships with other professionals:

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Excellent	1	8	8	29	12	60	21	35
Good	6	50	18	64	8	40	32	53
Average	5	42	2	7	0	0	7	12
Below Average	0	0	0	0	0	0	0	0
Poor	0	0	0	0	0	0	0	0
<b>Total</b>	<b>12</b>	<b>100</b>	<b>28</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>60</b>	<b>100</b>

(Source: Data collected)

In the above table, 53% of respondents have good working relationships with other professionals followed by 35% excellent and 12% average. It implies that most professionals in Delhi Region have good working relationships (but not excellent) among each other.

Further, professionals in 45-55 age groups have excellent working relationship among them which reveals that older generation can sustain relationships better, which may be due to their experience.

##### 5. Improving efficiency at the job:

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Improving	11	92	25	89	18	90	54	90
Neutral	1	8	3	11	2	10	6	10
Not Improving	0	0	0	0	0	0	0	0
<b>Total</b>	<b>12</b>	<b>100</b>	<b>28</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>60</b>	<b>100</b>

(Source: Data collected)

In the above table, 90% of respondents are improving their efficiency at the job while 10% are neutral. It implies that majority of professionals in Delhi Region are improving their work efficiency irrespective of the

age groups. It can further be analyzed that newer generation have finer approach to their efficiency enhancement than their older counterparts.

##### 6. Remain Emotionally Balance during working hours when situation is in against:

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Always	2	17	9	32	2	10	13	22
Often	5	42	12	43	10	50	27	45
Occasionally	2	17	3	11	6	30	11	18
Rarely	2	17	2	7	2	10	6	10
Never	1	8	2	7	0	0	3	5
<b>Total</b>	<b>12</b>	<b>100</b>	<b>28</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>60</b>	<b>100</b>

(Source: Data collected)

In the above table, 45% of respondents often remain emotionally balance during working hours when situation is against followed by 22% always, 18% occasionally and 10% rarely while 5% are never balanced emotionally. It implies that majority of

professionals in Delhi Region often remain emotionally balance irrespective of age groups. Further, it can be inferred that determination and will power facilitate balancing emotions and no situation can dominate one's feelings until chosen so.

##### 7. Satisfied with job/practice:

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Strongly Satisfied	1	8	8	29	5	25	14	23
Satisfied	8	67	12	43	9	45	29	48
Neutral	2	17	8	29	6	30	16	27
Dissatisfied	0	0	0	0	0	0	0	0
Strongly Dissatisfied	1	8	0	0	0	0	1	2
<b>Total</b>	<b>12</b>	<b>100</b>	<b>28</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>60</b>	<b>100</b>

(Source: Data collected)

In the above table, 48% of respondents are satisfied with their job/practice followed by 27% neutral, 23% strongly satisfied, and 2% strongly dissatisfied. It implies that most professionals in Delhi Region are satisfied with their job/practice. More respondents in 25-35 age groups are satisfied as compared to

respondents in 35-45 and 45-55 age groups. But only a handful of younger people are strongly satisfied with their job/practice as compared to mid age ones may be due to their vision for advance position on job/practice.

## Spiritual Intelligence

### 1. Connected with divine power:

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Connected	11	92	28	100	20	100	59	98
Not Connected	1	8	0	0	0	0	1	2
<b>Total</b>	<b>12</b>	<b>100</b>	<b>28</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>60</b>	<b>100</b>

(Source: Data collected)

In the above table, 98% of respondents affirm while only 2% refute their feeling of bond with the Divine power. It implies that most professionals in Delhi Region feel that they are connected or linked with the

Divine Energy in spite of distinct age groups. Further as a person becomes mature, inclination towards belief on divinity become strengthen.

### 2. Feel grateful for the talents and abilities towards divine power:

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Grateful	11	92	26	93	18	90	55	92
Not Grateful	1	8	2	7	2	10	5	8
<b>Total</b>	<b>12</b>	<b>100</b>	<b>28</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>60</b>	<b>100</b>

(Source: Data collected)

In the above table, 92% of respondents are grateful towards the Divine power for their talents and abilities while only 8% are unappreciative. It implies that the

majority of professionals in Delhi Region are appreciative towards the Divine Power for their talents and abilities regardless of the discrete age groups.

### 3. When you look at your life, you feel:

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Contented (satisfied)	9	75	18	64	10	50	37	62
Put faults on others	1	8	0	0	0	0	1	2
Take responsibility of own action	2	17	10	36	10	50	22	37
<b>Total</b>	<b>12</b>	<b>100</b>	<b>28</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>60</b>	<b>100</b>

(Source: Data collected)

In the above table, 62% of respondents are satisfied with their life as compared to 37% who are discontented though they take liability for their own action while only 2% blame others for their own mistakes. It implies that a good number of professionals

in Delhi Region are satisfied with their life although they belong to different age groups. Further, it can be construed that as people grow older their satisfaction levels starts decreasing though they take responsibility of their actions despite being dissatisfied.

#### 4. Feel others' suffering:

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Always	5	42	12	43	5	25	22	37
Sometimes	7	58	16	57	15	75	38	63
Never	0	0	0	0	0	0	0	0
<b>Total</b>	<b>12</b>	<b>100</b>	<b>28</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>60</b>	<b>100</b>

(Source: Data collected)

In the above table, 63% of respondents sometimes feel other peoples' distress and 37% who always feels it. It implies that professionals in Delhi Region are

perceptible towards the suffering of other people irrespective of the age groups.

#### 5. Connection between different events in life:

Options	Number of Responses							
	20-30		30-40		40-50		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
No	1	8	0	0	0	0	1	2
Everything happens for reason	8	67	18	64	18	90	44	73
Everything is meaningfully connected, even when we cannot easily know	3	25	10	36	2	10	15	25
<b>Total</b>	<b>12</b>	<b>100</b>	<b>28</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>60</b>	<b>100</b>

(Source: Data collected)

In the above table, 73% of respondents uphold an opinion that there is a link between various stages of life, 25% also affirms the same although they do not know its reason while only 2% reject this notion. It implies that majority of professionals in Delhi Region

affirms that there is a relationship between different events in life while they may or may not know its reason. It can be inferred that most people believe that behind every cause there is a reason which may or may not be known to them.

#### 6. Spiritual practices that professionals do most in daily routine:

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Chanting of God's name	5	33	10	29	5	20	20	27
Reading Scriptures	0	0	5	15	3	12	8	11
Prayers	4	27	4	12	2	8	10	14
Meditation	6	40	15	44	15	60	36	49
<b>Total</b>	<b>15</b>	<b>100</b>	<b>34</b>	<b>100</b>	<b>25</b>	<b>100</b>	<b>74</b>	<b>100</b>

(Source: Data collected)

In the above table, 49% of respondents do meditation, 27% of respondents chant of God's name, 14% perform prayers and 11% read scriptures. Respondents

in all age group give priority to meditation. It implies that majority of professionals in Delhi Region practice meditation followed by chanting of God's name.

### 7. When things don't go your way, you:

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Face it with an open mind/handle it	12	100	27	96	20	100	59	98
Complain about it	0	0	1	4	0	0	1	2
Pretend it is not happening/run away	0	0	0	0	0	0	0	0
<b>Total</b>	<b>12</b>	<b>100</b>	<b>28</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>60</b>	<b>100</b>

(Source: Data collected)

In the above table, 98% of respondents confront adverse situations with an open mind or handle it while only 2% each complain and try to escape from it. It implies

that professionals in Delhi Region predominantly combat adverse situations with an open mind regardless of different age groups they belong to.

## Impact of Spiritual Intelligence on Job Efficiency

### 1. Do you believe in Divine power because of?

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Knowledge	5	25	8	23	2	10	15	20
Self Realization	12	60	20	57	15	75	47	63
Family Practice	3	15	7	20	3	15	13	17
On advice of others	0	0	0	0	0	0	0	0
<b>Total</b>	<b>20</b>	<b>100</b>	<b>35</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>75</b>	<b>100</b>

(Source: Data collected)

In the above table, 63% of respondents believe in Divine Power because of **Self realization**, 20% Knowledge and 17% Family practice. **It implies that majority of professionals in Delhi Region believe**

**in the Divine Power due to Self Realization irrespective of different age groups.** It can be inferred that people not only believes in Divine Power but have practical realizations too.

### 2. During the time of great suffering/ difficulty at your workplace, you:

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Become depressed	2	13	3	10	1	4	6	8
Deals with it positively	10	63	18	62	18	67	46	64
Use anti-depression medicines	0	0	0	0	0	0	0	0
See it as an opportunity for spiritual growth	4	25	8	28	8	30	20	28
<b>Total</b>	<b>16</b>	<b>100</b>	<b>29</b>	<b>100</b>	<b>27</b>	<b>100</b>	<b>72</b>	<b>100</b>

(Source: Data collected)

In the above table, 64% of respondents deal positively at the time of difficulty at workplace, 28% see it as an opportunity for spiritual growth and 8% become depressed. It implies that majority of professionals in Delhi Region deals positively with difficulties at

workplace regardless of age groups. Further, professionals in age group 45-55 are more positively inclined than other age groups which show that older- aged professionals are more optimistic and confident and more spiritually inclined than in younger and middle ages.

### 3. Do you think that the Divine energy helps you to overcome difficulties at your workplace?

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Always	8	67	16	57	9	45	33	55
Sometimes	4	33	12	43	11	55	27	45
Never	0	0	0	0	0	0	0	0
<b>Total</b>	<b>12</b>	<b>100</b>	<b>28</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>60</b>	<b>100</b>

(Source: Data collected)

In the above table, 55% of respondents always think that the Divine Energy helps them in overcoming difficulties at workplace, and 45% sometimes thinks

so. It implies that most professionals in Delhi Region always think that the Divine energy helps them in overcoming problems at workplace.

### 4. Reason(s) for balanced working/workplace relationships:

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Higher Consciousness	6	33	12	33	10	36	28	34
Compassion	2	11	3	8	0	0	5	6
Better quality of person	6	33	15	42	12	43	33	40
Meeting Deadlines	4	22	6	17	6	21	16	20
<b>Total</b>	<b>18</b>	<b>100</b>	<b>36</b>	<b>100</b>	<b>28</b>	<b>100</b>	<b>82</b>	<b>100</b>

(Source: Data collected)

In the above table, 40% of respondents have balanced workplace relationship due to better quality of person, 34% higher consciousness, 20% meeting deadlines and 6% compassion. It implies that majority of professionals in Delhi Region have stable workplace rapport owing to better quality of person irrespective

of distinct age groups. It can be inferred that healthier relationships can be sustained due to certain attributes in persons which are mutually likeable as well as higher consciousness wherein people see themselves and others as parts of the Divine Energy.

### 5. Propose solutions to problems, because:

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
You see everything from Higher consciousness	3	17	5	17	0	0	8	12
You enjoy challenges	8	44	12	41	12	55	32	46
It's your job's part	7	39	12	41	10	45	29	42
You are forced by others	0	0	0	0	0	0	0	0
<b>Total</b>	<b>18</b>	<b>100</b>	<b>29</b>	<b>100</b>	<b>22</b>	<b>100</b>	<b>69</b>	<b>100</b>

(Source: Data collected)

In the above table, 46% of respondents propose solutions to problems because they enjoy challenges, 42% as their job's part and 12% see everything from higher consciousness. It implies that majority of professionals in Delhi Region propose solutions to

problems as they enjoy challenges. It can be inferred that younger generation perceive giving solutions as job's part and as people start aging they start seeing problems as challenges for which they enjoy finding solutions.

**6. Spiritual practice(s) helps in applying following traits at workplace:**

**a. Optimism**

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Always	10	83	16	57	12	60	38	63
Often	1	8	10	36	8	40	19	32
Somewhat	1	8	2	7	0	0	3	5
Not very much	0	0	0	0	0	0	0	0
Never	0	0	0	0	0	0	0	0
<b>Total</b>	<b>12</b>	<b>100</b>	<b>28</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>60</b>	<b>100</b>

(Source: Data collected)

In the above table, 63% of respondents always practice optimism at their workplace, 32% often, and 5% somewhat. It implies that majority of professionals in

Delhi Region always practice optimism at their workplace. It can be inferred that spiritual practices helps in remaining optimistic at workplace.

**b. Honest:**

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Always	10	83	25	89	19	95	54	90
Often	2	17	3	11	1	5	6	10
Somewhat	0	0	0	0	0	0	0	0
Not very much	0	0	0	0	0	0	0	0
Never	0	0	0	0	0	0	0	0
<b>Total</b>	<b>12</b>	<b>100</b>	<b>28</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>60</b>	<b>100</b>

(Source: Data collected)

In the above table, 90% of respondents always remain honest at their workplace and 10% often do so. It implies that majority of professionals in Delhi Region

always remain honest at their workplace irrespective of distinct age groups. It can be inferred that spiritual practices helps in remaining honest at workplace.

**c. Kindness:**

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Always	7	58	16	57	12	60	35	58
Often	4	33	12	43	8	40	24	40
Somewhat	1	8	0	0	0	0	1	2
Not very much	0	0	0	0	0	0	0	0
Never	0	0	0	0	0	0	0	0
<b>Total</b>	<b>12</b>	<b>100</b>	<b>28</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>60</b>	<b>100</b>

(Source: Data collected)

In the above table, **58%** of respondents **always** remain kind at their workplace, **40%** often, and **2%** somewhat. Respondents in older age groups are more inclined towards kindness than respondents in younger age

groups. **It implies that majority of professionals in Delhi Region always remain kind at their workplace.** It can be inferred that spiritual practices helps in remaining kind at workplace.

d. Peace

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Always	7	58	18	64	8	40	33	55
Often	4	33	10	36	10	50	24	40
Somewhat	1	8	0	0	2	10	3	5
Not very much	0	0	0	0	0	0	0	0
Never	0	0	0	0	0	0	0	0
<b>Total</b>	<b>12</b>	<b>100</b>	<b>28</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>60</b>	<b>100</b>

(Source: Data collected)

In the above table, **55%** of respondents **always** stay peaceful at their workplace, **40%** often, and **5%** somewhat. **It implies that majority of professionals in Delhi Region always remain peaceful at their**

**workplace irrespective of their age groups.** It can be inferred that spiritual practices helps in remaining peaceful at workplace.

e. Tolerance:

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Always	5	42	8	29	8	40	21	35
Often	4	33	15	54	10	50	29	48
Somewhat	2	17	3	11	2	10	7	12
Not very much	0	0	2	7	0	0	2	3
Never	1	8	0	0	0	0	1	2
<b>Total</b>	<b>12</b>	<b>100</b>	<b>28</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>60</b>	<b>100</b>

(Source: Data collected)

In the above table, **48%** of respondents often stay tolerant at their workplace, **35%** always, **12%** somewhat, **3%** not very much and **2%** never. Respondents in 25-35 age group are more tolerant than respondents in other

age groups. **It implies that majority of professionals in Delhi Region often remain tolerant at their workplace.** It can be inferred that spiritual practices helps in remaining tolerant at workplace.

f. Patience:

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Always	9	75	18	64	12	60	39	65
Often	3	25	9	32	8	40	20	33
Somewhat	0	0	1	4	0	0	1	2
Not very much	0	0	0	0	0	0	0	0
Never	0	0	0	0	0	0	0	0
<b>Total</b>	<b>12</b>	<b>100</b>	<b>28</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>60</b>	<b>100</b>

(Source: Data collected)

In the above table, 65% of respondents always have patience at their workplace, 33% often, and 2% somewhat. Respondents in 25-35 age group have more patience than respondents in other age groups. It implies that majority of professionals in Delhi Region

always have patience at their workplace because of SI. It can be inferred that younger and older generations have more patience than middle aged may be due to middle age persons are burdened with more responsibilities.

#### g. Perseverance

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Always	4	33	7	25	18	90	29	48
Often	6	50	15	54	0	0	21	35
Somewhat	2	17	4	14	0	0	6	10
Not very much	0	0	0	0	2	10	2	3
Never	0	0	2	7	0	0	2	3
<b>Total</b>	<b>12</b>	<b>100</b>	<b>28</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>60</b>	<b>100</b>

(Source: Data collected)

In the above table, 48% of respondents always have perseverance at their workplace, 35% often, and 10% somewhat, 3% not very much and 3% never. Respondents in 40-50 age group are more determined than respondents in other age groups. It implies that

majority of professionals in Delhi Region always have perseverance at their workplace due to SI. It can also be inferred that older generation people are more determined, enduring and diligent.

#### 7. Do you think that spiritual practice(s) helps you in improving your efficiency level at your job?

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Always	7	58	12	43	10	50	29	48
Sometimes	5	42	16	57	10	50	31	52
Never	0	0	0	0	0	0	0	0
<b>Total</b>	<b>12</b>	<b>100</b>	<b>28</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>60</b>	<b>100</b>

(Source: Data collected)

In the above table, 52% of respondents sometimes feel that spiritual practices helps them in improving their efficiency level at their job and 48% always thinks so. Respondents in 25-35 and 45-55 age group acknowledge more that spiritual practices helps them in improving their efficiency level at their job than respondents in 35-45 age group.

It implies that majority of professionals in Delhi Region think that spiritual practices help them in improving their efficiency level at their job. It can be inferred that spiritual practices such as chanting God's names, reading scriptures, etc support formation of positive and constructive attitude among those who practice it which as a consequence improves their efficiency at job.

**8. Do you think your spiritual practice(s) helps you to remain satisfied at your job regardless of situations, good or bad, that may come at any time?**

Options	Number of Responses							
	25-35		35-45		45-55		Total	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Always	7	58	12	43	10	50	29	48
Sometimes	4	33	16	57	10	50	30	50
Never	1	8	0	0	0	0	1	2
<b>Total</b>	<b>12</b>	<b>100</b>	<b>28</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>60</b>	<b>100</b>

(Source: Data collected)

In the above table, 50% of respondents sometimes feel that spiritual practices helps them in remaining satisfied at their job regardless of situations, good or bad, that may come at any time, 48% always and 2% never. It implies that majority of professionals in Delhi Region think that spiritual practices sometimes helps them in remaining satisfied at their job regardless of situations, good or bad, that may come at any time.

### Conclusion

Humans have different yet interrelated intelligence levels that affect their lives to substantial level. This includes intelligence levels in terms of intellectual, emotional and spiritual. It is found in the study that Spiritual Intelligence significantly influences level of job efficiency of professionals in Delhi Region.

Spiritual Intelligence is commonly misunderstood as something related to religion but in reality it is possible to be 'spiritual' without being religious.

High spiritual intelligence leads to more job satisfaction among professionals in Delhi Region. The results indicate that Spiritual Intelligence not only helps professionals in remaining optimistic during difficulties but also in finding ways to overcome them. It also facilitate in applying positive traits on the job which is

reflected in improvement in job efficiency and healthy work relations among professionals.

Thus, in addition to unravel problems, spiritual intelligence may be applied in life to discover and experience larger wellbeing even in the midst of difficulties.

### Recommendations

- 1) Holding seminars, workshops, and conferences aiding professionals to become familiar with the practice of spiritual intelligence.
- 2) Spiritual Intelligence helps them to achieve their desired goals within timeframe, so it is desirable to consider the same.
- 3) It provides help in goal achievement which further leads to overall satisfaction.
- 4) In current fast paced life where cut throat competition is on extreme levels, spiritual intelligence helps to control the problems.
- 5) It shows the right path and give right direction in every profession so to face every type of situation.
- 6) Spirituality should be a part of education too for the students so to get benefitted from earlier phase of life.

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