The Impact of Spiritual Intelligence in Reducing job Stress

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Abstract

A qualitative study was conducted with universities lecturers based on their understanding in order to address these objectives: To impact spirituality activities on employee's work attitude: To impact spirituality activities can over calm stress problem. The study tried to determine the spiritual intelligence that can give an impact to lecturers and let go their stressful time. Spiritual intelligence is important in shaping human behavior.

Keywords: spiritual intelligence, attitude, job stress

Introduction

The purpose of this study is to explore whether religiosity is a factor associated with stress. Stress is the body's reaction that changes the physical, mental or emotional adjustment or response as defined in certain amount of stress is normal and necessary for survival (Middlebrooks, J. S. & Audage, N. C., 2008). Stress which has major affects on individual's attitudes, behaviour and interpersonal relationship, is a case formed by the mixture of several factors. Due to the creation of stress people need to be affected by the surrounding they live in. (Rice, 1999). People's mental and emotional status, their way of life, financial status determines the level of being affected by these changes. Now in society stress related diseases increase day by day, so the people and institution are confronted with significant problem has been faced (Rice, 1999). Stress is the multidimensional phenomenon which determines the dynamic relationship between the individual and the environment (Beddoe &Murphy, 2004).

Some kind of stress can be effective on increasing and enhancing the individual performance. Facts point out the most of human successes are formed in stressful situation, but high rate of stress would be harmful for numerous consequences, including mental and physical illnesses, sleep disorder, restiveness, irritability, absent-mindedness, irregular tiredness, reduced individual's resistance and regular Infections, headaches, poor attentiveness, memory destruction and reduce in problem solving ability (Beddoe &Murphy, 2004). Health and safety at work publicized that between 50 to 75 percent of today's diseases are related to the stress in which 28 percent are employees. Workplace stress more and more recognized as a casual factor of employee's absence, turnover and performance and it's also recognized as a professional and economic issue (McShane and Von Glinow, 2000). Overcome the stress by using these stress management practices like Yoga relaxation, progressive muscle leisure, breathing exercise, contemplation mental metaphors and spiritual intelligence (Daubenmier et al, 2007).

Spiritual intelligence play very important role to reducing the any job stress and motivate us. Vaughan (2003) says, spiritual intelligence depends on the capability to observe the

things from more than one point of view and identify the relationship between perception, belief and behaviour.

Religion

Since recorded history Religious beliefs and practices have been occurred in nearly all cultures. According to some estimated record, 86% of world's population identifies their affiliation with some sort of religious or spiritual factors (Barrett, Kurian, & Johnson, 2001). In united state, approximately 82% of adults show belief in God (Harris Interactive Poll, 2005), 58% pary on daily bases, 44%attend religious activity two times in a month, and 56% people belief religion is very important to influence in their lives (Pew Research Center, 2008).

Islam is a code of life, a living force is apparent in every aspect of human life, Muslims also keep up that the human being is the centre of gravity and also introduce that kind of instrument which can put Islam or any other system for that matter, into the full action of scale (Hammudah Abdalati, 1980). Islam is one that is the peace of living and GOD acknowledging Him as his Lord by fulfilling his duties towards Him (Sayed Sikandar; 2005).

In Islam viewed the men's life as the whole human body and spirit are united (Nasr S.H, 1987). There is no distinction between his thought and action as there is no differences between religion and spirituality. In Islam there is no spirituality without religious opinion and practice. Religion is outward focused on rites and rituals, While spirituality is focused on inward and non dogmatic, non exclusive, non patriarchal and gender neutral (Dhiman, 2002).

Objectives of the Study

The objectives of this study are

- To examine the role of spiritual intelligence in religion.
- To examine the impact of spirituality on jobs stress.

- To check the impact of spiritual intelligence on reducing the job stress with the help of religion.

Literature Review

Occupational stress

Occupational stress can be wearisome to the most employees. It is a major health problem and faces the serious challenges to the effective operation of any organization. Stress at work place has turned out to be an essential part of everyday life it is called by the World Health Organization as 'worldwide epidemic'. Stress has capacity to reduce the production of an organization. It is compulsory for any organization to make the roles for reducing any source of stress that is created in a workplace. On the other hand, spirituality is an effort that used in an organizational cultural to develop a positive surrounding. Spirituality when recognized and incorporated in leadership practice could contribute to human resources well-being and the well-being of their organizations (Rani et al, 2013).

Past few years the interest of spirituality in workplace has been growing (Garcia-Zamor, 2003). Since the late 1990spublications such as wall street journal, Business week, Fortune and others have reported a rising the numbers of employees yearning for the meaning and purpose at work, for the spiritual dimension to organizational life (Duchon & Plowman, 2005). Religion gives or guides a better way of life for its follower. Religious and spiritual dimensions can be shaping the most important factors of human experience (Kripner & Welch, 1992).

Spiritual Intelligence

Spiritual intelligence is connected with the inner life and spirit. That is implies the ability for a deep understanding of existential Questions and just round the corner into the multiple levels of awareness (Vaughan, 2002). Spirituality plays a role as a thread that contains all the pearls of the world's religions. Spiritual intelligence is the ability to behave with wisdom and intelligently, therefore maintaining internal and external peace, despite of the condition (Cindy, 2012). What is Intelligence? It is explain the pattern of

behaviours, skills and choices that define the development of this inborn potential. You can be born intelligent but never develop it. It is not possible to develop it and hard to measure it.

The Differences between Spirituality and Religiosity

Most of the researchers thoroughly separated the definition of spirituality and religiosity as both has their own meaning. Dhiman (2007) define the differences between spirituality and religion. Religion is outward determining the rites and rituals, therefore the spirituality determine the inward and non dogmatic, non-exclusive, gender-neutral and non-patriarchal. He describes spirituality as "the consciousness of the heavenly Ground/standard of our being, as considered by our effort to live in synchronization with Devine Principle."

Giacalone and Jurkiewicz (2003) define workplace spirituality by representing the framework of organizational values and culture that increase the experience of transcendence and joy. Ashmos and Duchon (2000) define spirituality at work, identification of the employee's inner life that nourishes and nourished by the significant work that take place in the background of the community.

Whether we acknowledge it or not, spirituality is the experiences part of workplace. Spiritual dimension has at best been a well kept secret. But At worst impact has been denied and undeveloped. Usually it has just been ignored (Skelley, 1996).

Dimensions of Intelligence Spirituality:
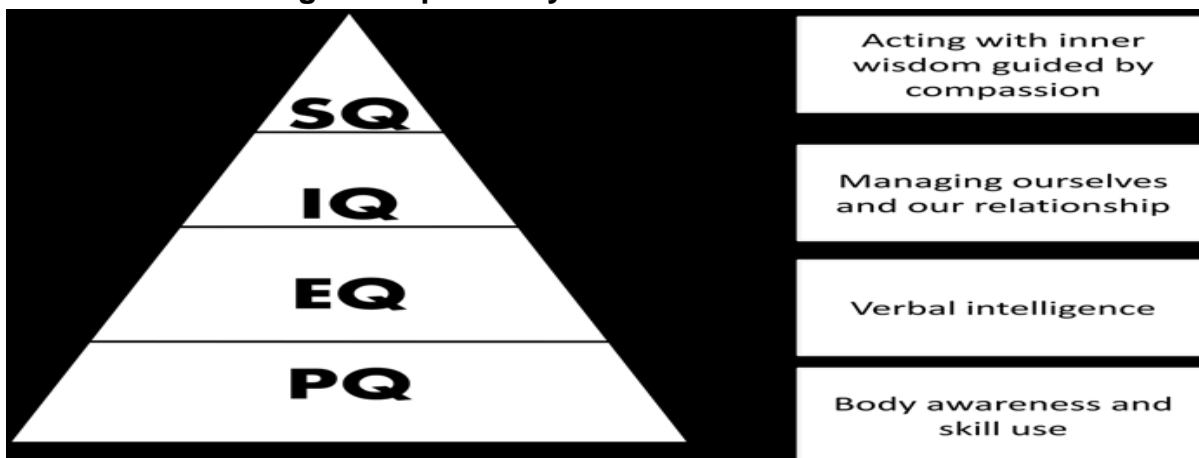
Source: SQ Institute and Firdha Kusuma Putri (2011)

Intelligence has 4 highest intelligence levels, one of the intelligence is spiritual and other three intelligences are: Physical intelligence, Emotional intelligence and Mental or Intellectual intelligence. For ease of reference let's abbreviate intelligence by using the "IQ" for rational intelligence. Emotional intelligence will be "EQ". Spiritual intelligence for "SQ" and physical intelligence will be "PQ". To understand the SQ in detail, it is important to understand the other three intelligences (Wigglesworth, 2003).

Physical intelligence (PQ)

PQ develops first. Observe a baby, how he/she use their muscles. Learning to focus the eyes, use their head, then try to crawl, then walk- that all are PQ skills.

EQ skills have several dimensions. They create a relationship between the responses to the world and to other people (Wigglesworth, 2003).

Emotional Intelligence (EQ)

Goleman Daniel (1998) referred that the emotional intelligence mean the ability to recognizing our own feelings and feelings for others, for motivating ourselves, and managing the emotion in a proper way in ourselves and in our relationships. It measured by our "IQ". Many people are good in their "IQ" skills but lack in emotional intelligence.

Goleman, Daniel has highlighted the following five emotional competencies (that are emotional competencies included both the social and emotional).

(a) Self-awareness: self awareness is the well grounded sense of self confidence, and also having the realistic assessment of our own abilities. Self awareness helps us to take the decision making.

(b) Self regulation: handle to our emotions and also help to recovering the emotional distress.

(c) Motivation: help us to take initiative and also using for deepest preferences to move and guide us towards our mission.

(d) Empathy: sensing about the people's feelings

(e) Social skills: Managing the emotions in relationships in a proper way and correctly reading social situations and networks.

Rational Intelligence (IQ):

It was discovered in early 20th century. Goleman, Daniel (1998) says measure the cognitive ability of human beings. It is logical, rational, bounded by roles, and problem solving intelligence. IQ represents their self as a signpost of people's capabilities and leads to the disenchantment albeit, money orientated that tracking down the reality.

Spiritual Intelligence (SQ):

Webster's define the spirituality as "the native human needs to be connected something larger than us, something we consider by heavenly and excellent dignity.

Spiritual intelligence is the ability to behave with wisdom and intelligently, therefore maintaining internal and external peace, despite of the condition (Cindy, 2012).

Spirituality in Islam

Most of the researchers thoroughly separated the definition of spirituality and religiosity. Both have their own meanings. Dhiman (2000) defines spirituality and religion. Religion is outward that depend on rites and rituals and spirituality is focused on inward and is non exclusive, gender neutral and non dogmatic (Bell &Taylor, 2001). According to the faith and believes, spiritual can be divided into four parts, with self, with others, with nature or environment and with ultimate power (Howard, 2002).

Al-Gazali says, Allah Almighty has not created anything well regarded than the intellect. The Prophet says, the first and important thing that Allah created is the intellect. Then Allah said to the intellect: come near and it came near. Then Allah said to it, go back and it went back, then Allah said to it; By My honor and magnificence, I have not created anything more important than you (Al-Gazali, 1982). When man close to the religion and good deeds, and then he comes close to the intellect (Al-Gazali, 1982). Ibn Khaldun, al-Gazali, Al-Farabi and other Muslim thinker divided the intellect into various categories depending on their understanding. Intellect comes from spirituality.

In Islam, spiritual and religious are in the same meanings. Islam means obedience to the will of God and submission to His law (Hammudah Abdalati, 1989). In Islam there is

no difference between spirituality and religiosity. Religion is entrenched in under the umbrella of spirituality. In Islamic Point of view there is no spirituality without religious thoughts and practices. Religion provide the spiritual path and way of life (Nasr S.H, 1987).

Islamic spirituality means getting the state of complete agreement with Allah's wishes. Men's spiritual and moral life organized by Islam and also provides the spiritual factors that help to maintain the safety and peace. Main items in Islamic perception are given below (Hammudah Abdalati, 1980):

1. Prayers (Solat)
2. Alms Giving (Zakat)
3. Fasting
4. Pilgrimage
5. Love for God and His Messenger, love for truth and humanity for the sake of God
6. Hope and trust in God at all the times
7. Sacrifice for the sake of God by virtue of actual unselfishness

Worship of Allah Almighty can be executed in various ways that included by compulsory or optional. Worship of Allah is enormously creating the health full Muslim community (Sayed Sikandar, 2005)

Allah says in the Holy Quran:

"I have only created the Jinn and Man that they may serve me." (Az-Zariyat : 56) This verse helps to tell us that all Muslims spend their lives according to what Allah says.

Spirituality in work place

Workplace spirituality is the dominant view among writers and scholar. Some attempt distinguishes between the spirituality and religion to be analytically and empirically (Bell &T Taylor, 2001). Spirituality in workplace is an effort to get associated to this divine principle in the context of workplace (Dhiman, 2007). Giacalone and Jurkiewicz (2003)

says, workplace spirituality elaborate the framework of the organizational values and also promotes the employees experience and joy.

Ashmos and Duchon (2000) elaborate the definition of spirituality at work as the acknowledgment in which employees have inner life that nourishes and is nourished by the meaning full work that take place in the context of society.

Whether we acknowledge or not, Spirituality is the experienced part of the workplace. Being as human groups organizations always had their spiritual dimensions (Skelley, 1996). Power of management can be nurtured by spirituality in workplace. Miliman, Ferguson, Trickett and Condemi (1999) explain in his model that the human resource management has their own role to support the values of spiritual management. They presented the larger spiritual values based model, in which four- tiered model, developed as integration and enhancement of Anderson's (1997) value based management model. Schuler and Jackson's (1987) strategic HRM framework is as follows:

1. Articulation of the organizational spiritual values
2. Explain the description of business and employee plans and goals
3. Employment of human resource management practices to reinforce the plan and values
4. Outcomes of management in the term of organizational performance and individual employees attitudes and spirituality

Conclusion

The spiritual intelligence that gives an impact to lecturers and let go their stressful time. Spiritual intelligence is important in shaping human behaviour.

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