

A STUDY ON THE RELATIONSHIP BETWEEN SPIRITUAL INTELLIGENCE AND ADJUSTMENT IN RELATION TO MARITAL STATUS AND LOCATION OF WORKING WOMEN

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ABSTRACT

The recent researches have proved that SQ also plays an equally important role in a person's life as IQ and EQ play. This study aims to investigate the relationship between spiritual intelligence adjustments of working women. It was conducted on a sample of 100 working women of district Ludhiana. The main findings of this study signify that there is a significant and negative relationship between spiritual intelligence and adjustments of working women. The working women with a higher level of spiritual intelligence have a higher level of adjustment. However, there was a significant difference found in spiritual intelligence of working women in relation to their marital status and location.

Keywords: *Spiritual Intelligence, Adjustment, Working Women*

During the past fifty years, the situation of working women has changed dramatically. Women have expanded their career aspirations. They are no longer confined to traditional female fields such as education or nursing. We have seen the integration of women into previously male-dominated fields such as accounting, medicine, law, etc. Integration; however, does not necessarily mean acceptance and equality nor does it mean that the stress created by work-family conflict has been resolved. Women are now employed in previously male-dominated fields such as law, professional sports, the military, law enforcement, firefighting and top-level corporate positions. Working women today spend less time maintaining the household than they did 30 years ago (Jacobs, 2012).

ADJUSTMENT

Adjustment is a process which reflects total personality of a person by balancing and equilibrating his behavior according to the present condition or we can also say that adjustment is a process maintaining, adjusting and behaving according to physical and social environment. Adjustment includes important variables which bring satisfaction in an individual's behavior. It is well known to us that all the human beings try to bring all the necessary coordination and balance

and balance with surroundings to live a happy and satisfied life. Adjustment is a process which is influenced by surroundings and biological factors. A well-adjusted person is one whose behavior is appropriately engaged with society norms, culture and a given interpersonal situation. Adjustment is a state or equilibrium between an organism and its physical and social atmosphere in which there is no stimulus alters evoking a response. An adjusted person lives a healthy, contented and cheerful life. Adjustment refers to inner degree of capacities, potentialities and caliber of a person which enables to coordinate with surroundings. When we behave cordially with our surroundings it shows that we are adopting, adjusting and modifying ourselves with surroundings. Adjustment is that ladder which takes a person from the bottom of dissatisfaction to the high level of satisfaction. According to biologists the term adapts deals with physical demands of the surrounding. According to psychologists the term adjustment deals with varying condition of society or interpersonal relation of individual in the society. Adjustment infers the response of an individual according to the needs, demand as well as pressure of social surroundings forced on the person.

SPIRITUAL INTELLIGENCE

The twentieth century showed a third intelligence

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called spiritual intelligence based on the evidence of psychology, neurology, and anthropology sciences. Spiritual intelligence is the ability to ask question related to the existence of one's on the world. A person high in spiritual intelligence shows faith in all the religions but without any kind of default feelings, constriction, feeling of superiority, intolerance or injustice. Spirituality is above all the man made narrow religions bounds which act as hindrance in path for the attainment of spirituality. A spiritual person has very spiritual qualities without being religious at all. Spiritual intelligence is spiritual consciousness of a person. Spirituality is like an umbrella which covers all the intelligences namely intellectual, ethical, emotional, conative, psychomotor and interpersonal. Spirituality is an approach to accept everyone with opened hands and heart. Spirituality involves peak experiences not stages. A fundamental viewpoint would most probably comprise all these different views and others as well (Wilber, 1998). Bowell (2004) and Hussain (2005), researchers like Royes (2005) and King (2008) have also contributed to the theory of spiritual intelligence. Zohar and Marshall (2000) stated that when spiritual intelligence is high, we appear to be intellectual and have proper behavior. However when spiritual intelligence is low, people will appear to have problematic behavior. They stated, individuals with high spiritual intelligence demonstrated higher measures of satisfaction and performance. To achieve this, we should search for those capabilities of an individual's being and behaviour which signify the presence of spiritual intelligence at work. The new paradigm of spiritual leadership focuses on vision, empowerment, risk, creativity, harmony, trust, honesty, and compassion. The terms that accompany this new paradigm are spiritual leadership (Wolf, 2004), moral conduct (Thompson, 2004), authentic leadership (Beagrie, 2005), and ethical conduct (Marques, 2006). Spiritually intelligent employees are not the only ones who are important at workplaces but always at home to handle the different situations more wisely. Spiritual intelligence and profitability are not mutually exclusive; in fact, integrating ethics and spiritual values into the workplace can lead to higher productivity and profitability, happier employees, and more honest relationships with customers and

can help build the organization's reputation (Marques, 2006). Spiritually intelligent employees are more consistent with themselves, happier, and more deeply integrated and harmonious (George, 2006). Different research studies like Biddulph (1996) found that high spiritual well-being had significant influenced on psychological adjustment of women who were recovering from bulimic disease and also explored that subjects with high scores on the spiritual wellbeing scale were having better psychological adjustment than their counterparts. Goltfredson (1999) found that there was significantly difference between emotional Intelligence and spiritual Intelligence on determining job performance adjustment. Velazquez (2000) found people who involved in spiritual practice relatively found better adjusted than their counterparts. Animasahun (2010) found out that emotional intelligence and spiritual intelligence were significantly differ in the adjustment and brings success in life. Yang (2006) found that age and spirituality played most significant variables affecting on the adjustment of nurses. Yeganeh and Shaikhmahmoodi (2013) found that there was significant difference seen among religious orientation, marital adjustment and psychological well-being. The present findings revealed that working women with high spiritual intelligence belonging to joint family are significantly better adjusted than their counterparts. Devi et al (2016) found there was significant difference found between spiritual intelligence and adjustment in relation to student's locality. Ellison and Fan (2007) explored that daily based spiritual experiences were not associated between psychological practices as well as religious practices. We know that now-a-days, spiritual intelligence has become a new measure of success in our professional as well as in personal life. A spiritually intelligent person can handle the situations more wisely than their counterparts. A spiritually intelligent working woman is more adaptable or adjustable with her surroundings. Being playing dual role, it become necessary for a working woman to be spiritually strong, so that she can do justice while performing duties at workplace and at home. A woman acts as a pillar between family and with workplace. A spiritually intelligent

woman is always ready to cooperate, adapt and adjust according to the changing circumstances and such woman will be appreciated at home as well as at her workplace.

No doubt, spiritual intelligence is attracting many educationalist and research scholars to work on it. But meanwhile there is need to correlate it is importance with adjustment. Which is primary need of the hour, as being working in nature today women are facing more adjustment problems. and sometimes they are unable to maintain balance between two situations i.e. at workplace and at home. So the investigator felt the need to study the relationship between spiritual intelligence and adjustment of working women.

OBJECTIVES

1. To study the spiritual intelligence of working women.
2. To study the adjustment of working women.
3. To study the relationship of spiritual intelligence and adjustment of working women.
4. To study mean difference between spiritual intelligence of married and unmarried working

women

5. To study mean difference of spiritual intelligence of residing in rural and urban areas.

METHOD

Descriptive survey method was employed in the present investigation. The present survey was conducted on a sample of 100 working women of young and elder age group, nuclear and joint family structure with respect to spiritual intelligence and adjustment.

SAMPLE

Stratified randomization technique was used for the selection of sample. The sample was consisted of 100 working women. The sample of working women were collected from district Ludhiana which further consist tehsils and tehsils are split into blocks. The information regarding all these was collected from census 2011.

MEASURES

- I. Bell Adjustment Inventory by H. M. Bell (1971)
- II. Spiritual Intelligence Scale (SIS) by Dhar and Dhar (2005).

Discussion of Results

Table 1: Relationship between Spiritual Intelligence and Adjustment

Sr. No.	Variables	N	R	Level of significance
1.	Spiritual Intelligence	100	-.199*	0.05
2.	Adjustment	100		

Hence, first hypotheses that *there will be no significant relationship of spiritual intelligence and adjustment of working women* is rejected. This shows that as the scores of spiritual intelligence increases the adjustment scores decreases and less scores of adjustment show better adjustment. It means that the working women who have high

levels of spiritual intelligence have high degree of adjustment. It shows that there is negative and significant relationship of adjustment with spiritual intelligence. This shows that spiritual intelligence directly influenced the adjustment of working women.

Table 2: Comparison of Mean scores of Spiritual Intelligence of married And unmarried Working Women

Sr. No.	Variables	N	Mean	SD	M _d	t-value	Level of Significance
1.	Married	50	201.12	26.31	11.26	2.22*	0.05
2.	Unmarried	50	212.38	24.32			

Hence, second hypotheses that *"There will be no significant mean difference in spiritual intelligence*

scores of married and unmarried working women." are rejected.

Table 3: Comparison of Mean scores of Spiritual Intelligence Scores of Working Women residing in Rural and Urban areas

Sr. No.	Variables	N	Mean	SD	M _b	t-value	Level of Significance
1.	Rural	50	214.44	24.44	9.80	2.04*	0.05
2.	Urban	50	224.24	23.70			

Hence, second hypotheses that *there will be no significant mean difference in spiritual intelligence scores of working women residing in rural and urban areas.*

Conclusions

1. There is negative and significant relationship (-199, significant at 0.05 level) between spiritual intelligence and adjustment.
2. There is significant mean difference exist in spiritual intelligence of married and unmarried working women. The married group of working women is spiritually more intelligent than their counterparts.
3. There is significant mean difference exist in spiritual intelligence of working women residing in rural and urban area. The working women residing in urban area are spiritually more intelligent than their counterparts.

Discussion

The present findings revealed that working women with high spiritual intelligence belonging to elder age group are significantly better adjusted than their counterparts. The studies which go in tune with present study as by done by Yang (2006) found that age and spirituality played most significant variables affecting on the adjustment of nurses. Shaikhmahmoodi (2013) found that there was significant difference seen among religious orientation, marital adjustment and psychological well-being. Devi et.al (2016) found spiritual intelligence and adjustment was positively and significantly related with each other among arts and science college students. (in these case more adjustment scores show better adjustment).

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