

## **Spiritual intelligence and Job Satisfaction among Female School Teachers**

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### **Abstract:**

Personality and psychological balance of teachers are more important than other professionals. Improving teachers spiritual intelligence and job satisfaction will improve students 'academic performance, maintain an effective working relationship with their colleagues and supervisors for purposes of social support and assistance in administrative involvement. This study investigated the impact of religion and type of school on Spiritual intelligence and job satisfaction of female school teachers of Ranchi town. Spiritual intelligence scale of Santosh Dhar and Upinder Dhar(2010), Job Satisfaction Scale of Dr. Asha hinger, Uma Mittal, Vinita mathur and Mansi parnami(2012) were used for data collection. Sample was consisted of 120 school teachers selected by stratified random sampling from different school of Ranchi town. The stratification was based on two groups of religion (Hindu & Muslim) and type of school (Government and Private). In total, there were four sample sub - groups based on 2 x 2 factorial design and for each sample sub- group, 30 cases were selected randomly .ANOVA and t test were used to analyze the data by spss . The results revealed that there are no significant impact of religion on spiritual intelligence and job satisfaction while significant impact of type of school on spiritual intelligence and job satisfaction of the school teacher's sample.

**Keywords:** religion, Type of school, spiritual intelligence, job satisfaction.

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### **Statement of the problem**

**The present study examined the impact of religion and type of school on spiritual intelligence and job satisfaction among female school teachers of Ranchi town.**

## **I. INTRODUCTION**

The quality of an individual for developing vision and value by understanding self and having high degree of compassion, commitment to human value are called spiritual intelligence. Spiritual intelligence is connected with every action of an individual. It shows us to walk on right path of life. It shows the things we believe in and the role our beliefs and values play in the actions that we go. Spiritual intelligence is important for our personal and professional development. Spiritual intelligence is the expression of innate spiritual qualities through your thoughts, actions and attitude. Vaughan (2002) stated that 'the Spiritual intelligence is the consequence of the highest level of individual growth in the fields of cognition, meaning attainment, transcendental and moral communication.

According to Emmons (2000) 'the adaptive use of spiritual information to facilitate everyday problem solving and goal attainment is known as spiritual intelligence'.

Brewer, Mark, D. (2008) states that 'the spiritual intelligence is available to everyone- yet only a handful of people ever take advantage of it'.

As we all know that employee are the key assets for any organization. If employees are gets satisfied with their work then it will be beneficial for individual as well as organizational development .Job satisfaction experiences when employee get satisfied, feels motivated, engaged and committed towards their work .job satisfaction also depends upon the management employee relationship.

Vroom, (1964) defined job satisfaction as the positive perception of an individual's work and work role.

Locke, (1976) defines job satisfaction as a delightful or positive emotional state arising from the evaluation of one's job or job experiences.

According to Lawler, (1990), job satisfaction refers to employee's emotional feelings about the rewards they have received on the job.

Teachers play an important role in our life. They give children purpose, set them up for success as citizens of our world, and inspire in them a drive to do well and succeed in life. Teachers have the ability to shape leaders of the future in the best way for society to build positive and inspired future generations and therefore design society, both on a local and global scale. In reality, teachers have the most important job in the world.

Franky Rani and Dinesh Chahal (2017) conducted a research on teacher effectiveness in relation to spiritual intelligence of government and public school teachers and find that there is insignificant interactional effect of spiritual intelligence and type of school on teacher effectiveness of teachers.

Kaur and Singh, (2013) studied the relationship among emotional intelligence, social intelligence, spiritual intelligence and life satisfaction of teacher trainees. The research was carried out on random sample of 60 teacher trainees of Abohar tehsil, (Punjab). The conclusion was that social intelligence and spiritual intelligence are highly related to each other.

Dhingra, (2006) found no significant difference in job satisfaction of government and private secondary school teachers. Teachers who were teaching in government schools showed greater job satisfaction than teachers teaching in private schools. There was no significant change in the job satisfaction due to change in the level of independent variables like sex, marital status and types of schools). School, culture, teachers' relationship with administration, working conditions and motivation were the factors, which had a significant relationship with job satisfaction among school teachers (Noll, 2004).

Ghazzawi and Smith, (2009) suggest that religion connects positively to job satisfaction by influencing three of the four basic factors that have been postulated to affect an individual's level of job satisfaction: individual values, social influence and general life satisfaction. Religions are the sources for individual values that influence attitudes and they also encourage faith communities, which create social influence (Pava 1998).

Mandeep Kaur(2013) conducted a study on 100 school teachers on the topic of Spiritual Intelligence of Secondary School Teachers in Relation to Their Job Satisfaction. 100 A significant difference is found between spiritual intelligence of government and private secondary school teachers.

Ashutosh Verma (2019) conducted a study on spiritual intelligence and job satisfaction among college teachers .220 teachers were selected by random sample technique from different college. Result found that government college teachers are more spiritual intelligent and satisfied with their job as compared to private. It was also indicated that spiritual intelligence is not affected by gender but female teachers were found more satisfied with their job in comparison to male counterparts

## **II. RESEARCH METHODOLOGY**

### **Objectives of the study**

- a) To study the impact of religion and type of school on Spiritual Intelligence of the female teachers.
- b) To study the impact of religion and type of school on Job satisfaction of the female teachers.

### **Hypotheses of the study**

- a) There may be significant impact of religion on Spiritual Intelligence.
- b) There may be significant impact of Type of school on Spiritual Intelligence.
- c) There may be significant impact of religion on Job satisfaction.
- d) There may be significant impact of type of school on Job satisfaction.

### **Research design**

#### **a) Sample**

The sample of present study was consisted of 120 school teachers selected by stratified random sampling from different school in Ranchi town. In total there were 4 sample sub-groups based on 2x2 factorial design and for each sample sub- group, 30 cases were selected randomly.

#### **The criteria of the stratification were:-**

- Religion – 2 (Hindu and Muslim)
- Type of school-2(private and govt.)

b) **Research design**

**Table –1:**

Religion	Hindu		Muslim	
Type of school	Private	Government	Private	Government
	30	30	30	30
<b>Total</b>	60		60	
<b>Grand Total</b>	120			

c) **Tools:**

**The following tools were used for the study**

i. **Personal Data Questionnaire:**

This questionnaire was designed by the researcher to collect information about the respondents’ personal history viz. name, age, gender, religion, education, Institution, place of residence, family income and occupation etc.

ii. **Spiritual Intelligence Scale:**

Spiritual Intelligence Scale by Santosh Dhar and Upinder Dhar, (2010) will be used in the study. This scale has 53 items on 5 point Likert Scale. Each item is checked as strongly agree, agree, not sure, disagree and strongly disagree. The reliability and validity of this test are respectively 0.98 and 0.99.

iii. **Job satisfaction Scale:**

AJSS (Asha job satisfaction scale) developed by Hinger et al, (2012) measures the level of job satisfaction of any working individual, who works as an employee in any organization. It includes fifty items having two answer i) Agree ii) Disagree .one score for agree and zero for disagree .total score range is 0-50. The split half reliability using spearman brown formula is 0.79 the validity components, concurrent validity and factorial validity has been tested.

**iii RESULTS & ANALYSIS**

**Table-2: Analysis of Variance (ANOVA) showing the impact of religion and type of school on spiritual intelligence:**

Spiritual intelligence					
Sources of Variations	Sum of Square	df	Mean Square	F Value	Level of Significance
<u>Main Effects</u>					
A. Religion	90.13	1	90.13	0.16	NS
B. Type of school	5852.03	1	5852.03	10.47**	SIG
<u>Interaction Effects</u>					
A X B	28.03	1	28.03	0.05	NS
Within (Error)	64797.8	116	558.602		

NS: Not Significant

SIG : Significant

**\*\* Significant at 0.01 level**

**The result of Analysis of Variance (ANOVA) shown in above table summarized as follows:**

**Main Effects**

- The F value of religion is 0.16, which is found statistically not significant. It indicates that Hindu and Muslim female teachers did not differ significantly on spiritual intelligence.
- The F value of Type of school is 10.47, which is found statistically significant. It shows that private and government female teachers were significantly differ on spiritual intelligence.

**Interaction Effects**

- The F value of A x B (Religion and type of school) factors is 0.05, which is found statistically not significant. It indicates that religion and type of school jointly did not effect on spiritual intelligence of the sample.

- Above result are shows that hypothesis (a): ‘There may be significant impact of religion on spiritual intelligence.’ is not significant. Hypothesis has not proved.
- (b) ‘There may be significant impact of type of school on spiritual intelligence.’ is significant. Hypothesis has been proved.

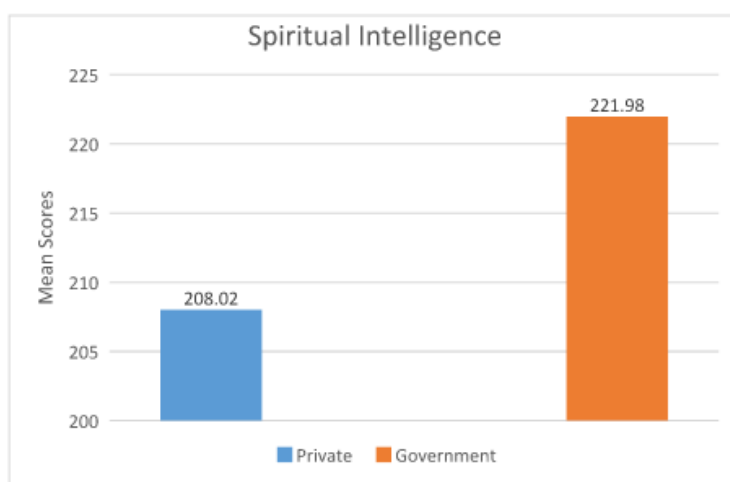
**Table 3: Comparison between Private and Government female groups on spiritual intelligence**

Group	N	Mean	SD	t-value
Private	60	208.02	27.11	3.26**
Government	60	221.98	19.10	

\*\* Significant at 0.01 level

**Figure-1**

**Graph represent the mean difference between private and government female groups on Spiritual Intelligence.**



**Above (table-3) and figure (figure-1) indicates that**

- There are significant difference between government and private group is found 3.26, which is significant at .01 level.
  - Mean scores of government teachers are significantly higher than private teachers on spiritual intelligence.
- Above result proved the hypothesis (b): ‘There may be significant impact of type of school on spiritual intelligence.’

**Table-4: Analysis of Variance (ANOVA) showing the impact of religion and type of school on job satisfaction:**

Job Satisfaction					
Sources of Variations	Sum of Square	df	Mean Square	F Value	Level of Significance
Main Effects					
A. Religion	6.53	1	6.53	0.11	NS
B. Type of school	864.03	1	864.03	14.88**	SIG
Interaction Effects					
A X B	24.30	1	24.30	0.41	NS
Within (Error)	6732.3	116	58.03		

NS: Not Significant

SIG : Significant

**\*\* Significant at 0.01 level**

**Main Effects**

- The F value of religion is 0.11, which is found statistically not significant. It indicates that Hindu and Muslim female teachers are not differ significantly on job satisfaction.
- The F value of type of school is 14.88, which is found statistically significant at 0.01 level. It shows that private and government female teachers significantly differ on job satisfaction.

**Interaction Effects**

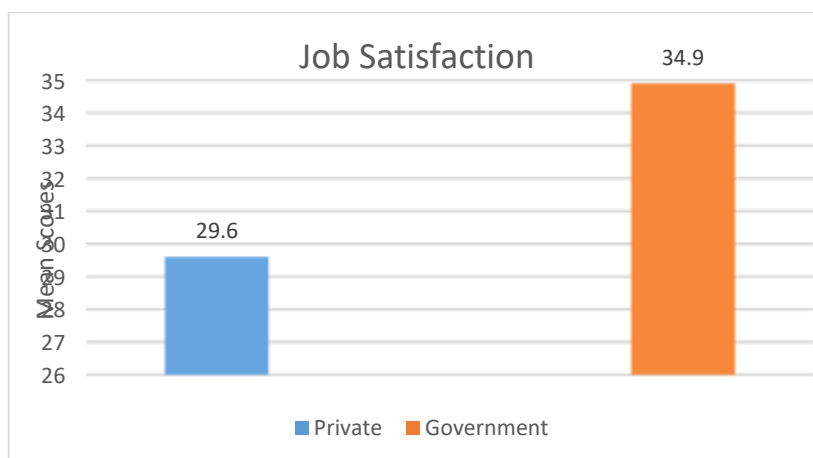
- The F value of A x B (Religion and type of school) factors is 0.41, which is found statistically not significant. It indicates that religion and type of school jointly did not effect on job satisfaction of the sample.
- Above result are shows that hypothesis (c): ‘There may be significant impact of religion on job satisfaction’ is not significant. Hypothesis has not proved.
- Hypothesis (d): ‘There may be significant impact of type of school on job satisfaction’ is significant. Hypothesis has been proved.

**Table 5: Comparison between Private and Government female groups on Job Satisfaction**

Group	N	Mean	SD	t-value
private	60	29.6	8.24	3.88
government	60	34.9	6.82	

**Figure-2**

**Graph represent the mean difference between Private and Government female groups on Job satisfaction.**



**Above (table-5) and figure (figure-2) indicates that**

- There are significant difference between government and private group is found 3.88, which is significant at .01 level.
- Mean scores of government teachers are significantly higher than private teachers on job satisfaction. Above result proved the hypothesis (d): ‘There may be significant impact of type of school on job satisfaction.’

**III. DISCUSSION**

The result of current study indicated that

- There was found not significant impact of religion on spiritual Intelligence and job satisfaction of the female teachers
- There was found significant impact of type of school on spiritual intelligence and job satisfaction of the female teachers

- There was found significant mean difference between private and government teacher's sample on spiritual intelligence as well as job satisfaction .the finding support previous studies showing the significant difference on spiritual intelligence and job satisfaction (Asutosh, 2019; Man deep Kaur 2013).
- Government school teachers are more spiritual and satisfied with their job as compared to private. Type of school factor has been found significantly influencing spiritual intelligence as well as job satisfaction.

#### **IV. CONCLUSION**

It was concluded from the above analysis that there has been no significant impact of religion on spiritual intelligence and job satisfaction while Significant impact of type of a school on spiritual intelligence and job satisfaction of the female school teachers in Ranchi town. Government female school teachers are more spiritual and satisfied with their job as compared to private. There are many things which might create dissatisfaction towards their work. Private employees are feeling stressed, demoralized and insecure due to economic downturn, restructuring and downsizing in their organizations. (Rutte, 2003)

Teachers are very important member in our society. . Development of any nation is depending on teachers. Teachers with high level of spiritual intelligence and job satisfaction have an ability to reframe, and to see things in a wider context. Teachers can be satisfied by providing better working environment by implementing required socio economic policy, gender equality, good administrative behavior and proper work life balance. This will help to retain good quality teachers. Further study can be done with different variables and more sample.

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