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Effects of Engagement and Achievement on Spiritual Intelligence

Ritika Jaithalia & Megha Arya

Abstract

Adolescence, period of emotional turbulence and hunt for life goals is greatly influenced by an individual's capacity to deeply get involved in their professional and personal activities, so as to achieve their set goals. The purpose of this study was to find out correlation between engagement and achievement on spiritual intelligence. Data was collected from various private colleges of Jaipur. A total of 400 students participated in the study. Two scales were employed for collecting data - The Spiritual Intelligence Self Report developed by King. The PERMA profiler authored by Butler and Kern. Data was analyzed using Pearson correlation coefficient method. The correlation coefficient between engagement and spiritual intelligence is ($r=0.389$, $p<0.01$), which is positive and significant. Also, a significant and positive relationship was found between achievement and spiritual intelligence ($r=0.233$, $p<0.01$). The deep level of engagement in various activities and achieving the set life goals expands the level of spiritual intelligence in adolescents.

Keywords: Spiritual Intelligence, Engagement, Achievement, PERMA.

Introduction

Adolescence is the period of rapid development in every aspect of life - physical, emotional and social. It is transition period for the individual from childhood to adulthood. In this period, adolescent and young adults are constantly exposed to new ideas and new experiences, which shape their thinking pattern. They struggle with some core issues like independence, intimacy, identity, searching for purpose in life. These experiences also govern their emotional ups and downs, which enables the individual to understand others and themselves better. An understanding about what to expect at different stages can promote healthy development throughout adolescent and adulthood period.

Spiritual intelligence

While IQ is dominated by left brain and EQ is dominated by right brain, Social Intelligence is dominated by the whole brain. Spiritual Intelligence is that part of intelligence which unites wisdom with reason to live life more meaningfully and creatively. A higher spiritual intelligence means higher life satisfaction, higher ability to experience contentment with things and better life quality. Number of qualities add as basic ingredients of spiritual intelligence like -humor, compassion, creativity and so on. Spiritual Intelligence is born out of our ability to use Presence wherein presence is not mere attention in the surroundings but also the feeling awareness that falls beyond immediate awareness of mind and body and when this happens, it brings a shift from ego to one's soul.

Spiritual Intelligence is drawn from the word "spirit" and in Latin, it's "spiritus" which conveys a meaning of breath or soul. Looking back at the healers of all time, they compartmentalized spirituality in three important parts; relationships, values and life purpose. It is very difficult to look at each of these parts in isolation as they are so firmly held together. These 3 parts play a very important role in defining one's spiritual well-being. Relationship, the first part has further 2 parts- Internal and External. The first journey begins from oneself. In simple terms, how one relates and nurtures a bond with one self. External relationships are the relationship with others. The quality of interaction with the people in environment and kind of support one gets through such mutual interactions in social settings. The way we cultivate such relations form a way to other parts-values and life purpose. Values are formed through such interactions and later become guiding forces in our lives. Life purpose serve meaning to our lives. These parts in sync with each other form the core of spiritual intelligence. Various Researchers looked at spiritual Intelligence differently. Parks (2000) stated that "Spirituality is the search for meaning, transcendence, wholeness, purpose and the realization of spirit as the animating essence as the core of life."

Furthermore, according to Zohar and Marhsall (2000) "Spirituality stresses the dynamic wholeness of self in which the self is at one with itself and with the whole creation and it requires that people regard themselves and others as whole beings." Sinnott (2002) described spirituality as "one's personal relation to the sacred or transcendent, a relation that then informs other relationships and the meaning of one's own life" while religious practices "may be the external sign of a spiritual orientation, or simply a set of culturally cohesive practices, beliefs and habits." Wolman

(2001) defines spiritual intelligence as “the human capacity to ask ultimate questions about the meaning of life. It involves more than a set of mental abilities, a position which abandons practically all previously established criteria for intelligence. It is the ability to sense a spiritual dimension of life; which allows one to solve particular types of problems, primarily those of a spiritual or moral nature. Spiritual Intelligence exists as a potential and innate human ability, which can be developed with training and experience.”

According to Marshall (2000), High level of spiritual intelligence is reflected by combination of factors like ability to look at whole perspective, withhold oneself from negative feelings of harm and revenge, intellectual curiosity and thirst for enquiry, being open minded, high level of self-awareness, growing out of suffering and moving beyond pain,

Zohar (2004) later also introduced 12 important dimensions of spiritual Quotient; Spontaneity, holism, self-awareness. Being vision and value led, compassion, humility, field independence, celebration of diversity, ability to reframe, Tendency to ask “why” questions, sense of vocation and positive use of adversity.

Engagement

primarily means losing self-consciousness during an absorbing activity. When an individual is engaged in something which they love, they lose track of time. At that time, they live in the present, with full concentration on the task at hand.

Everyone has had experience to immerse so much in an activity that leads to forget rest of the world. For example, when adolescent get into completing their assigned projects, they are so absorbed that getting their attention back is very difficult. Achieving this state is a very natural phenomenon especially when people are engaged in the activity, they love the most. Activity can be singing, dancing, cooking, writing, reading etc. Engagement is healthy and productive way to nurture happiness. Engagement is closely linked with the act of creation.

Factors to increase experience of engagement in any task

Engagement in any particular task can be achieved by two ways - either by increasing or improving concentration or by minimizing the distractions. The following steps can be taken to minimize the distraction while

doing any activity-

1. Personal Technology – Technology is addictive in nature. Using smart phones and smart watches have blurred the difference between professional and personal life. One receives the message and call from work and personal front on the same device. It would be helpful to keep aside the phones during working hour to increase the concentration.
2. Email –Many of the emails received are not of prime importance but the urge to see it when it is received leads to distraction in important working hour. Managing email by creating appropriate folders can help the individual to deal with the matter.
3. Browsing – Reading the headlines, breaking news, following celebrities, having a look on the score can easily steal 30 minutes from crucial working hours. In such cases, having regulation by installing application which can block the excess of these sites can do wonders in minimizing the distractions.

Various other causes include excessive use of social media, impulse to respond to messaging, attending phone calls, having an environment which promotes procrastination are also responsible for distractions.

Achievement

Achievement is a very subjective term. It can be understood as way of reflecting on attempts of doing a particular task. It describes the positive sense an individual develops when they achieve something in life. However, two people performing the same task describe their sense of achievement in different way. The sense of achievement is unlike for every person. For example, if two friends enrol themselves for learning surfing – a sport to ride over waves by balancing on a board. One of them is hydrophobic and after training manages to stand on the board for few moments and another friend manages to complete the whole task with ease. In such cases, the sense of achievement is high for both the friends. This is because, few moments spent by the friend who is hydrophobic, may make him feel content by getting past the fear and having the experience.

Establishing a goal/target

The pre-condition for achievement is setting of goals. It is not necessary to have a long-term goal of life. Short-term and medium-term objectives also

play crucial role in boosting self. It is important to consider that the goal set should be measurable, achievable and challenging enough to keep oneself engaged. However, it should not be too difficult to achieve. Goal which challenges the skills and ability yet be within the achievable limits are the most desirable.

Goal Setting Theory was put down by Locke in the year 1960. According to this theory, specific and challenging goals coupled with appropriate feedback within time leads to better performances.

Goals should be clear and specific. Unspecific goals fail to engage efforts and motivation to perform. Following points should be considered by individual while drafting a goal-

- What he/she wants to accomplish?
- Why is the goal important to them?
- Who else are involved in the task process?
- Where the task is to be performed? The location of task performance.
- Which resources are available with individual?
- What are the shortcomings involved in processing the task?

It is equally important to draft measurable goals. It helps in tracking the progress and staying motivated. Proper and timely feedback along with self-assessment of progress aids in being focused, meeting deadlines well in time and promotes feeling of excitement of getting closer to achieve goals.

Review of literature

- Turi, Rani, Abidin, Mahmud and Adresi (2020) conducted a study on 'Correlating the spiritual and emotional intelligence with academic performance among the Pakistani Students'. The data was collected from 113 students. The results of the study included a significant effect of spiritual intelligence and emotional intelligence on academic performance of students.
- Rajeswari and Panneer Selvam (2019) conducted a study on stu-

dent's academic achievement in relation to their emotional intelligence and spiritual intelligence of the M.Ed. students. Intelligence is one of the major criteria that talks about individual difference among people. The study concluded a significant relationship between spiritual and emotional intelligence with academic achievement of students enrolled in higher studies.

- Jaafar, Baker and Ibrahim (2018) conducted a study on 'Spiritual Intelligence and Work Engagement: A study for Royal Malaysia Police'. It was found in the study that spiritual intelligence is important factor for increasing work engagement and increasing loyalty towards work.
- Patel and Ghani (2016) conducted a study on 'A relationship between spiritual intelligence and emotional intelligence of higher secondary students in relation to academic achievement.' The academic achievement of student is considered as key indicator of student's potential and capabilities. The result of the study revealed that students who are high achiever score more in spiritual intelligence and emotional intelligence scale.
- Torabi and Nadali (2016) conducted a study on 'When does spiritual intelligence particularly predict job engagement? The mediating role of psychological empowerment.' The study revealed that spiritual intelligence has affect different organizational parameters, directly or indirectly.
- Marzeih, Hoda, Saiedeh, Esmat and Zahra (2013) conducted a study on 'Relationship between spiritual intelligence, happiness and academic achievement in students of QOM University of medical sciences.' It was revealed from the study that higher the spiritual intelligence more is happiness of students. The same holds true for academic achievement of students. Practicing spiritual intelligence promotes cheerful mood of the individual and therefore increase the quality of life.

Research methodology

Aim of the study - The purpose of this study was to find out correlation between engagement and spiritual intelligence among young adults. It also aimed to study the correlation between achievement and spiritual intelligence.

Objective

- To study the relationship between engagement and spiritual intelligence.
- To find the relationship between achievement and spiritual intelligence.

Hypothesis

H₁: There will be positive significant relationship between engagement and spiritual intelligence.

H₂: There will be a positive significant relationship between achievement and spiritual intelligence.

Research Design

The study is a simple correlational design to study the relationship of engagement and achievement with spiritual intelligence.

Tools used

The Spiritual Intelligence Self – Report Inventory (SISRI – 24)

This Self-Report Inventory is developed by King. It consists of 24 items to measure the spiritual intelligence. It has several dimensions - the existence of critical thinking, the creation of personal meaning by the person, the passing of awareness and the development of consciousness in life. Items are measured by using Likert Scale. The 4 points are - not true at all for the person, not very true for the person, somewhat true for the person, very true for the person, completely true for the person. A study was conducted by Anbugeetha (2015) to analyse the reliability of SISRI in Indian scenario. Cronbach Alpha was calculated as 0.88 for the scale.

The PERMA profiler

Developed by Butler and Kern, the profiler estimates flourishing based on Dr. Seligman's theory on well-being. The 5 domains of PERMA: they are positive emotion experienced by individual, engagement in work, relationships with others, meaning of life, and accomplishment in various aspects. It is based on Seligman's well-being theory. The measure consists of 15 questions (3 per PERMA domain). The inventory questions are on

an 11-point Likert scale ranging from 0 to 10 to indicate the response for each statement where 0 means Not at all/ never and 10 means always/ completely. The scale has good result consistency. Cronbach's alpha is calculated to be 0.82.

Statistical Techniques

- Descriptive Statistics – Mean, SD
- Correlation

Result

Table 1: Mean and Standard Deviation of Spiritual Intelligence, Engagement and Achievement (N=400)

Variables	Mean	S.D.
Spiritual Intelligence	61.82	14.43
Engagement	22.37	4.096
Achievement	21.07	5.123

The above table shows that mean of Spiritual Intelligence is 61.82 and Standard Deviation is 14.43. The mean scores for Engagement and Achievement are 22.37 & 21.07 and Standard Deviation is 4.096 & 5.123 respectively.

Table 2: Correlation between Spiritual Intelligence, Engagement and Achievement

	1	2	3
1. Spiritual Intelligence	1	0.214**	0.385**
2. Engagement		1	0.509**
3. Achievement			1

**Significant at p<0.01

Correlational analysis shows a positive and significant relationship between spiritual intelligence and engagement; achievement (r = 0.214 and 0.385 respectively significant at p<0.01 levels); There is also a strong, positive and significant association between engagement and achievement (r = 0.509 significant at p<0.01 levels).

Discussion

The present study was conducted to study the relationship between the engagement and spiritual intelligence of young adults and thus, the researcher formulated the hypothesis 'There will be positive significant relationship between engagement and spiritual intelligence.' The value of correlation between engagement and spiritual intelligence is 0.214. The value is significant at 0.01 level, so it can be inferred that engagement is significantly and positively related with spiritual intelligence of the young adults. This signifies that people who experience deep involvement in their activities, score of their spiritual intelligence is also higher.

Seligman (2011) mentioned in his book 'Flourish - A visionary new understanding of happiness and well-being' that engagement is about flow. It is about losing the self-consciousness while conducting an absorbing activity. An individual is required to deploy their highest strength and talent to achieve the experience of flow. The result of current study is in accordance with study conducted by Imaduddin and Hamid (2013) on hospital staff of range 20-45 years. It was found that engagement in work and its better performance is influenced by spiritual intelligence.

The researcher also formulated the hypothesis 'There will be positive significant relationship between achievement and spiritual intelligence' to study the correlation between the two variables. The value of correlation between achievement and spiritual intelligence is 0.385. Thus, it can be concluded that there is a significant and positive relationship between achievement and spiritual intelligence.

When a person achieves the goal, they experience various positive emotions at that time. However, recollection or memory of that happy moment can be replayed and enjoyed for the rest of their life. The similar conclusion was seen in the Patel and Ghani (2016) where it was stated that students who had achieved their goal, scored higher in the level of spiritual intelligence and emotional intelligence. Individual who knows about themselves at deeper level are more self-aware. They recognize who they are and what potential they have to achieve their goals. The ability to access higher meanings, values, abiding purposes, and unconscious aspects of the self are the essence of spiritual intelligence.

Conclusion

It can be concluded from the results of the study that experiencing flow or

having deeper engagement in the activities is one of the important aspects in increasing the level of spiritual intelligence of an individual. Furthermore, it can also be concluded that people who are able to achieve their goals and are aware of their potentials and abilities, they also appreciate the true nature of being spiritually intelligent. It increases the overall well-being in life.

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