

EXPLORING RELATIONSHIP AMONG SPIRITUAL QUOTIENT, FEELING OF ONENESS AND JOB SATISFACTION OF EMPLOYEES: AN EMPIRICAL STUDY

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ABSTRACT

The present study aimed to explore empirically whether there is any significant relationship between Spiritual Quotient (SQ) of employees and their Feeling of Oneness and investigate further whether there is any significant relationship between Feeling of Oneness of employees and their job satisfaction. In addition to these direct relationships, indirect relationship of Spiritual Quotient (SQ) of employees with their job satisfaction through mediating role of Feeling of Oneness has also been studied. The study intended to explore the use of spirituality for ensuring quality inter-personal relationships at work place and enhancing job satisfaction level of employees. Feeling of oneness in context to present research means a sense of unity, association and trustful relationship with other employees of their organisation. Sample of the study consists of 376 employees selected from two leading Indian banks i.e. State Bank of India (a public sector bank) and ICICI (a private sector bank) operating in the state of Punjab in India. Regression Model has been applied on data to study the relationships. The statistical results of present empirical research substantiate that there is significant and positive relationship of spiritual quotient of employees with their feeling of oneness and this feeling of oneness further has a significant and positive relationship with their level of job satisfaction. The results have proved that spirituality is positively and more significantly related with job satisfaction due to mediating role of feeling of oneness otherwise there is positive but weak direct relationship between Spiritual Quotient (SQ) of employees with their job satisfaction. The results have been found significant at 5% level of confidence. On the basis of findings of this study, it is recommended that organisations can use spirituality to ensure quality interpersonal relationships at work place and enhanced level of job satisfaction of employees.

KEYWORDS: Feeling of Oneness, Job Satisfaction and Spiritual Quotient