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Research Article

Impact of Spiritual Intelligence Among Women in Banking Sector

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ABSTRACT

Spiritual intelligence is a multidimensional construct that encompasses the ability to access and apply spiritual and transcendent aspects of oneself and life experiences. By supporting the development of spiritual intelligence, organizations can promote job satisfaction, ethical behavior, emotional well-being, and effective leadership, leading to improved organizational performance and a more inclusive work environment. This research paper explores the concept of spiritual intelligence and its impact on women in the banking sector. It also examines the role of spiritual intelligence in enhancing resilience, ethical decision-making, and interpersonal relationships among women in banking. The findings of this study contribute to a better understanding of the significance of spiritual intelligence in promoting holistic development and success for women in the banking industry.

Keywords: Spiritual intelligence, Job, Working, Emotional, Empathy

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I.INTRODUCTION

The banking sector is a vital component of the global economy, playing a crucial role in facilitating financial transactions, managing risks, and providing financial services to individuals, businesses, and governments. In recent years, there has been a growing recognition of the importance of diversity and inclusion within the sector, including the representation and empowerment of women in leadership positions.

However, despite advancements in gender equality and diversity initiatives, women still face unique challenges in the banking sector. These challenges include gender bias, limited opportunities for career progression, work-life balance issues, and the pressure to conform to traditional leadership models. As a result, it is essential to explore new approaches and factors that can contribute to the success and well-being of women in banking.

Some philosophers, psychologists, and developmental theorists differentiate between "spiritual intelligence" and "emotional intelligence," or IQ and EQ, respectively. The human psyche is predisposed toward the search for enlightenment. In order to improve one's day-to-day life and overall feeling of well-being by the application and embodiment of one's spiritual resources, traits, and values, one must first have a strong foundation in their beliefs. One's capacity for overcoming adversity depends on how well developed their spiritual intelligence is. We can all witness to the growing incidence of stress in the workplace; it follows that someone who has honed their spiritual intelligence would be better able to deal with stress, overcome obstacles, and succeed when faced with adversity.

The impact of spiritual intelligence among women in the banking sector is multifaceted and profound. Women who possess spiritual intelligence experience positive effects that extend beyond their individual well-being,

permeating their professional lives and the organizations they work in. Spiritual intelligence empowers women in banking by providing them with a strong foundation of self-awareness, values, and purpose. This enables them to align their personal and professional goals, leading to increased job satisfaction and a sense of fulfillment. Furthermore, spiritual intelligence enhances their leadership effectiveness, as they exhibit authentic leadership, make ethical decisions, cultivate empathy, and inspire others through a clear vision and purpose. These women leaders create supportive work environments that foster collaboration, trust, and ethical behavior, resulting in increased employee engagement and overall organizational success. Spiritual intelligence also equips women in banking with resilience and adaptability, enabling them to navigate challenges with grace and maintain a positive mindset. Ultimately, the impact of spiritual intelligence among women in the banking sector is transformative, empowering them to thrive professionally while positively influencing their colleagues, organizations, and the broader industry.

II.SPIRITUAL INTELLIGENCE IN WORKING LIFE

An individual's spiritual intelligence may be useful in the professional setting, but it is of far greater significance in the home and family context. Spiritual intelligence in the workplace may help turn mundane duties into avenues for personal development and service, and can inspire employees to view their work as more than just a means to an end. Workers would have the opportunity to cultivate the social skills essential for success in any industry if they could see and treat their coworkers as persons rather than objects. When a leader consistently projects an optimistic vision and takes the initiative, followers quickly internalize their values of trust, honesty, and empathy beyond the emotional level. The company's ambiance and culture will inevitably change. In addition, the established order of authority is changing. Spiritually intelligent people are less likely to take themselves too seriously, are more selfless and positive toward others, and are better able to remain calm and focused in the face of adversity. Workplace productivity and morale might benefit from the incorporation of spiritual intelligence. A corporation that places a premium on spiritual intelligence will foster an environment where employees may flourish in terms of productivity, efficiency, and satisfaction with their job. Even though organizations use extrinsic motivators like bonuses and awards to keep employees interested in their job, the most influential drivers of success are actually intrinsic to the individuals themselves. Those with spiritual intelligence in the workplace may draw upon the experiences, knowledge, and values of their colleagues. From this, we might deduce that it's possible that cultivating one's spiritual intelligence will grow in importance with time. Spiritually intelligent individuals are frequently the most successful people because they are able to apply their intelligence for the greater good of their organizations.

Spiritual intelligence in working life holds immense significance and offers a range of benefits to individuals. It goes beyond conventional intelligence and technical

skills, focusing on the deeper aspects of one's being. By cultivating spiritual intelligence, individuals gain a heightened sense of self-awareness, purpose, and values alignment in their professional endeavors. This awareness allows them to navigate challenges and make decisions that are aligned with their core principles, fostering a sense of integrity and ethical conduct. Moreover, spiritual intelligence promotes empathy, compassion, and understanding, enabling individuals to build meaningful connections and enhance their relationships with colleagues, clients, and stakeholders. This enhanced interpersonal effectiveness contributes to improved collaboration, teamwork, and conflict resolution in the workplace. Furthermore, spiritual intelligence cultivates resilience, enabling individuals to cope with stress, setbacks, and demanding work environments. It provides a framework for maintaining balance and well-being, thereby promoting mental and emotional health. Ultimately, the integration of spiritual intelligence in working life leads to greater job satisfaction, fulfillment, and a sense of meaning in one's professional journey. It creates a harmonious and holistic approach to work, enabling individuals to thrive both personally and professionally.

III.SPIRITUAL INTELLIGENCE'S INFLUENCE ON JOB SATISFACTION AMONG WOMEN IN BANKING

Job satisfaction is a critical factor in employee well-being and organizational success. It is influenced by various individual and organizational factors, including the presence of spiritual intelligence. Spiritual intelligence, with its focus on meaning, purpose, and values, has the potential to positively impact job satisfaction among women in the banking sector. Here are some mechanisms through which spiritual intelligence can influence job satisfaction:

Alignment of Values

Spiritual intelligence involves understanding and clarifying one's values, which can help individuals align their personal values with the values of their organization. When women in banking perceive congruence between their personal values and the organizational values, it enhances their sense of purpose and fulfillment, leading to increased job satisfaction.

Sense of Meaning and Purpose

Spiritual intelligence encourages individuals to find meaning and purpose in their work. Women in banking who are able to connect their work to a broader sense of purpose, beyond mere financial transactions, may experience higher levels of job satisfaction. They may feel a sense of fulfillment by recognizing the positive impact they have on clients, colleagues, and society.

Emotional Well-being

Spiritual intelligence emphasizes self-awareness, emotional regulation, and empathy. Women in banking who possess higher levels of spiritual intelligence may have a greater ability to manage stress, navigate challenging situations, and maintain positive

relationships with colleagues and clients. This emotional well-being can contribute to higher job satisfaction.

Work-Life Integration

Spiritual intelligence promotes work-life integration by recognizing the importance of balance and harmony in various life domains. Women in banking who possess spiritual intelligence may be more adept at managing work demands while prioritizing personal and family needs. This ability to achieve work-life balance contributes to their overall job satisfaction.

Supportive Work Environment

Spiritual intelligence encourages compassion, empathy, and ethical behavior. Organizations that foster a supportive work environment, emphasizing values such as fairness, respect, and collaboration, can enhance job satisfaction among women in banking. When women perceive their work environment as conducive to their spiritual well-being, it positively influences their overall job satisfaction.

It is important to note that the impact of spiritual intelligence on job satisfaction may be influenced by various contextual factors, including organizational culture, leadership support, and career development opportunities. Future research should explore these contextual factors to gain a comprehensive understanding of the relationship between spiritual intelligence and job satisfaction among women in the banking sector.

IV.ROLE OF SPIRITUAL INTELLIGENCE IN ENHANCING LEADERSHIP EFFECTIVENESS AMONG WOMEN IN BANKING

Leadership effectiveness is crucial for driving organizational success and promoting positive work environments. Spiritual intelligence can play a significant role in enhancing the leadership effectiveness of women in the banking sector. Here are some ways in which spiritual intelligence can contribute to leadership effectiveness:

Self-Awareness and Authentic Leadership

Spiritual intelligence emphasizes self-awareness and introspection. Women leaders who possess spiritual intelligence are more likely to have a deep understanding of their own values, strengths, and weaknesses. This self-awareness allows them to lead authentically, aligning their actions with their core values and beliefs. Authentic leadership enhances trust, credibility, and followers' commitment, thereby increasing leadership effectiveness.

Ethical Decision-Making

Spiritual intelligence promotes ethical behavior and moral reasoning. Women leaders with high spiritual intelligence are more inclined to make ethical decisions guided by their values, integrity, and a concern for the well-being of stakeholders. This ethical decision-making fosters a culture of trust, fairness, and accountability, which enhances leadership effectiveness.

Empathy and Interpersonal Relationships

Spiritual intelligence emphasizes empathy, compassion, and understanding. Women leaders who possess spiritual intelligence tend to be more empathetic, actively listening to and understanding the perspectives and needs of their team members. This empathetic leadership style fosters positive interpersonal relationships, trust, and collaboration, ultimately enhancing leadership effectiveness.

Vision and Purpose

Spiritual intelligence helps individuals connect with a higher sense of purpose and meaning. Women leaders in banking who possess spiritual intelligence are more likely to articulate a compelling vision and inspire others to work towards a shared purpose. This sense of purpose motivates and engages team members, contributing to effective leadership.

Resilience and Adaptability

Spiritual intelligence enhances resilience and the ability to cope with challenges and setbacks. Women leaders in banking who possess spiritual intelligence can navigate through uncertainties and setbacks with grace, remaining calm and composed. Their ability to adapt to changing circumstances and lead through difficult times enhances their leadership effectiveness.

Servant Leadership

Spiritual intelligence aligns with the principles of servant leadership, which emphasizes serving others and the greater good. Women leaders with high spiritual intelligence are more likely to exhibit servant leadership behaviors, such as nurturing and developing their team members, promoting a supportive work environment, and empowering others. Servant leadership enhances employee satisfaction, engagement, and overall leadership effectiveness.

It is important to note that while spiritual intelligence can enhance leadership effectiveness, other leadership competencies and skills are also essential. The integration of spiritual intelligence with other leadership theories and practices can create a well-rounded and effective leadership approach.

V.CONCLUSION

Overall, women in banking who possess higher levels of spiritual intelligence are more likely to experience enhanced job satisfaction due to the alignment of values, sense of meaning and purpose, improved emotional well-being, better work-life integration, and a supportive work environment. Organizations can benefit from recognizing and fostering spiritual intelligence among their employees, particularly women, to promote job satisfaction and overall well-being. In conclusion, spiritual intelligence plays a significant role in enhancing the leadership effectiveness of women in the banking sector. By fostering self-awareness, ethical decision-making, empathy, vision, resilience, and servant leadership, spiritual intelligence empowers women leaders to create positive and impactful change in their organizations.

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