



Review literature about relationship between Spiritual Intelligence and Job Satisfaction

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ABSTRACT

Over the years, many researches have been done to find the best criteria to predict coordination of individuals with their surrounding environment, based on specific characteristics of each person. Hence, the concept of IQ was introduced. Many years after introduction of this intelligence and its applications all over the world, researchers found its limitations and introduced another type of intelligence, called Emotional intelligence. Emotional intelligence is the ability of inhibition and adjusting emotions and logic in a way that leads us to happiness. During late 20th century, some evidences revealed there is another type of intelligence which can complete the image of human intelligence. Danah Zohar (1997) introduced spiritual intelligence for the first time and proved its existence using some scientific reasons. Using this intelligence, people can view their lives with extended view and act efficiently in their lives. Today, spiritual intelligent is discussed not only in individual area but in organizational area, and has entered not only psychological domain, but other human science areas- such as management. Most of scientists believe that spiritual intelligence is the most important type of intelligence which has the power to change our life, society, and history.

Keywords: Spiritual Intelligence, Job Satisfaction, human intelligence.

INTRODUCTION

Over the years, many researches have been done to find the best criteria to predict coordination of individuals with their surrounding environment, based on specific characteristics of each person. Hence, when the concept of IQ was offered, it attracted the attention of many people all around the world. Since then, from early 20th century, IQ was introduced in psychological topics.

Many researchers agree that different aspects of intelligence structure include:

- 1) Series of related intellectual capabilities
- 2) Can be developed during life time
- 3) Simplifies problem solving process and compatibility with a natural specific environment
- 4) Enables individuals in accurate judgment and reasoning
- 5) Represents a compound component or biological bases of mind

Many years after introduction of this intelligence and its applications all over the world, researchers found limitations of this intelligence and understood that many people with higher IQ have problem in controlling their emotions and behaviors and cooperating with the other people, while people with lower IQ have achieved professional successes (Bradbury and Travis, translated by Ganji, 2005).

Emotional intelligence

Emotional intelligence or emotional Quotient (EQ) was first introduced by Salovey and Mayer (1990). In 1995, Daniel Golman represented it more applicable and harmonious. Development of this concept has its root on intelligence theories of early 20th centuries, when *Thorndike* defined social ability as the most important part of intelligence.

Emotional intelligence is the ability of inhibition and adjusting emotions and logic in a way that leads us to happiness. This intelligence is related to all areas of human life, since emotions are always with people.

Golman believes that emotional intelligence is a social skill that helps individual to have better social communications. People set their position on life events based on the level of their emotional intelligence. Those

with higher level of emotional intelligence experience less negative events, and are able to order their life using this intelligence.

Spiritual intelligence

During late 20th century, some evidences revealed there is another type of intelligence which can complete the image of human intelligence. Danah Zohar, (1997) introduced spiritual intelligence for the first time and proved its existence using some scientific reasons. The term, spiritual intelligence, is named after him. After Zohar, other researchers also found that spiritual intelligence not only is complementary of Intelligent Quotient and emotional intelligence, but is necessary for their proper functioning. Spiritual intelligence shows the best way of life and creates meaning and deep understanding of life. In the other words, using this intelligence, people can view their lives with extended view and act efficiently in their lives. Latent values of life and main cause of human being can also be achieved with this intelligence.

Components of spiritual intelligence

1. Intuitive Wisdom: an insight which allow human to daydream special aspects of reality. It also allows people to understand majesty of creation and know self.

2. Reasoned understanding: it's in contrast with intuitive wisdom. This process includes tracing, developing, and analyzing insight acquired from intuition to clarify meaning and special details of insight.

3. Awareness of intention: incorporation of intuitive wisdom and reasoned understanding enables people to enter cognition phase, knowing the whole objectives of their desires.

4. Compassion and love: love represents unlimited stream of Love and Energy of Almighty.

5. Focused power and justice: limitation and constraints are opposite of love. When it evolves positively, indicates justice and fair. It creates order and responsibility and ability to control and evaluate behaviors of individual.

Comparison of spiritual intelligence with other types of intelligences from different points of view

IQ is the intelligence which seeks to find quiddity, EQ seeks to find and understand how something is, and SQ seeks to find whys.

Based on their development levels, Wilgorth consider body intelligence, cognitive intelligence, emotional intelligence and spiritual intelligence in a pyramid (figure 1).

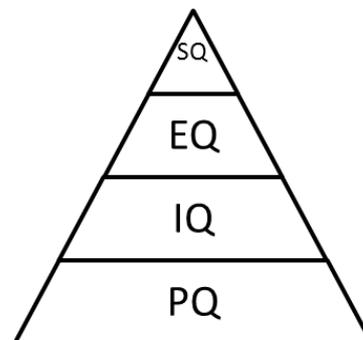


Figure 1. Classification of intelligence by Wilgorth

Based on this approach, his ideal pattern considers that: first of all a child is able to control its body (Physical Quotient), and then develops its oral and contextual abilities (Intelligent Quotient). This intelligence is important in school activities of children. Emotional Quotient is considered in people when they want to expand their relations with others. Finally, spiritual intelligence evolves when people try to find the meaning of issues and asking "is this all there is?"

McHaw believes that spiritual intelligence has close relation with non-religious teachings, realistic and intuitive knowledge, and wisdom. Its holistic and nonspecific nature develops understanding of people. This help in enrichment of relations and improvement of daily activities. Furthermore, self-actualization and spiritual development mostly depends on spiritual intelligence than self-control and adherence to rituals and customs. It seems people with integrated spiritual intelligence have different life style (Nazel, 2004, 44)

In his research, George (2006) found that the most important functions of spiritual intelligence in work environment include:

- 1) Peace of mind and its effect on self-effectiveness
- 2) Creating mutual understanding
- 3) Managing changes and solving problems

Nazel (2004) believes that spiritual intelligence is associated with intuition, insight and wisdom, than secular acquirements and practical knowledge. Being infinite, holistic, and using symbols in this intelligence make understanding of people to be deepened and enrich relation with others. Therefore, people with spiritual intelligence have different life style and don't obey customs.

Comparing people based on spiritual intelligence

Following table compares people based on level of their spiritual intelligence.

Table 2. Comparing people based on level of their spiritual intelligence.

People with lower spiritual intelligence	People with higher spiritual intelligence
They recognize themselves with their race, color, and status.	They don't introduce themselves with external factors, and believe that race, color, etc. are only labels.
They blame others because they afraid of being at fault. They need approval of others to feel good	They never blame others and always accept their responsibility, because they never afraid of losing their prestige, status, and respect
They depend on their job and salary to be secure	They are free of dependencies and feel secure
They easily feel anxious and threatened by changes	They never be anxious because of the surrounding changes
They seek love and joy from world and others, so always feel despair	They know that they can find whatever they seek within themselves
They consider people of work environment as objects to achieve their own objectives	They consider people of work environment as human, with all strengths and weaknesses
They take life serious and look at job as a work	They take life easy.

Spiritual intelligence and work environment

Nowadays, investigations and researches on this area are very challenging. The era we live in is called the age of complexity and change; organizations are placed in the edge of order and disorder and continuously change their place in this paradoxical state. To confront these circumstances, management science experts and theorists have offered different theories, such as learning organizations, holographic organizations, time management, productivity management, total quality management, objective-based management, quality of work life, and entrepreneurial organizations.

Today, spiritual intelligent is discussed not only in individual area but in organizational area, and has entered not only psychological domain, but other human science areas- such as management.

Mathew Fox (1994) state that: "we should find a way to heart. Without nourishing heart, we starve of mental hunger. Whatever we gain from work and any progress in job can't calm feeling of spiritual death in our inside".

By the increase of life standards in developing countries, employees of these countries are able to change concentration of their need from security and survival to spiritual needs and self-actualization.

Most of scientists believe that spiritual intelligence is the most important type of intelligence which has the power to change our life, society, and history. When a person is intelligent in spiritual aspects, he or she has a wider viewpoint. Wider viewpoint means having a great imagination of self and world, so having an extended imagination of objectives and our place in the world.

While many people believe that there is no spirituality in work and work environment, many researches show that spiritual intelligence can be used in most of work areas.

CONCLUSION

Although rational intelligence manages information, and uses logic and analysis in decision-making, emotional intelligence is necessary to understand and control emotions and understand and notice emotions of others. But spiritual intelligence is important due to the following results:

- Exploring and using deepest inner sources, to obtain flexibility and tolerance along with attention and accuracy

- Having sense of identity when a person confronts variable relations in work environment.
- Ability to recognize true meaning of events, circumstances and creating meaningful job
- Recognizing and balancing individual values with a clear understanding of objectives
- Maintaining values and being honest

Ability to make peace and having concentration when facing critics and confusion is another result of spiritual intelligence, it can also make altruistic tendencies toward others, and making intellectual viewpoint to life.

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