

RELATIONSHIP BETWEEN SPIRITUAL QUOTIENT AND PERSONAL COMPETENCE OF EMPLOYEES: AN EMPIRICAL INVESTIGATION

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ABSTRACT

The present research investigated empirically the relationship between Spiritual Quotient of employees and their personal competence. The intention behind this research was to explore the possibility of using spirituality as a technique to enhance personal competence of employees. Data for this purpose was collected from 231 employees working in State Bank of India in the state of Punjab (India). Data so collected was analysed through regression and correlation analysis techniques. The results have proved that there is not only positive but significant relationship between spiritual quotient of employees and their personal competence. All the observed seven indicators of personal competence i.e. Knowledge and skill, Accountability, Adaptability, Inter personal skills, Decision Making, Leadership Abilities and Communication skills haveshown high to moderate level of correlation with spiritual quotient of employees. Three indicators of personal competence i.e. Inter- personal skills, Decision Making and Adaptability are positively and highly correlated with Spiritual Quotient of employees. No significant difference has been found in the level of SQ of SBI employees on the basis of their personal characteristics like gender, marital status, family type, Qualification, tenure of job, position held and religion. The findings support promotion of spirituality within organisations to enhance personal competence of employees.

KEY TERMS: Critical Existential Thinking (CET), Conscious State Expansion (CSE), Personal Competence, Personal Meaning Production (PMP), Spirituality, and Transcendental Awareness (TA).

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