ABSTRACT

The present study entitled “Impact of Spiritual Intelligence on Job satisfaction and Life Satisfaction of IT Employees in the selected four cities of south India” is intended to measure the levels of spiritual intelligence, job satisfaction and life satisfaction among IT employees (operational, middle and top level managers) in the cities of Bangalore, Chennai, Hyderabad and Kochi. Concept of Spiritual Intelligence (SI) is of recent origin and is used by philosophers, psychologists and management theorists to indicate spiritual parallels with IQ (Intelligence Quotient) and EQ (Emotional Quotient). Zohar (2000) coined the term "Spiritual Intelligence" and introduced the idea in 1997 in her book “Rewiring the Corporate Brain”.

There are only few comprehensive studies on the existence of the employee with his life, job and spirit. The problem encountered in this study was the lack of empirical evidences on the comprehensive outlook of human being. The study tries to bring relationship between the purpose of life and the job. This quantitative study examined the relationships between spiritual intelligence, job satisfaction and life satisfaction among the IT employees from four cities of south India.
Indian IT employees are gradually but steadily falling into modern work-related disorders. These problems should be seen in a comprehensive manner with scientific outlook. In spite of the plethora of research works on organizational behavior, the efforts on the part of the researchers to identify the comprehensive outlook on the employee are minimal. There are only few studies in Indian context. The literature reviewed by the researcher, provided various dimensions, on the study of job satisfaction, life satisfaction and spiritual intelligence.

A strong value oriented organization is the need of the time in the business world. Spiritual intelligence plays a major role in the formation of value system in an individual. The study on spiritual intelligence of the organizations helps enhance the value system in any organization. This study is intended to make an awareness among the employees to have a value audit of the organization which will assess the spiritual intelligence of the employees and thereby the value barometer of the employees and business.

For the purpose (i) the relationship between spiritual intelligence and job satisfaction among the IT professionals in south India, (ii) the relationship between Spiritual intelligence and life satisfaction among IT professionals in south India, (iii) the relation between job satisfaction and life satisfaction among IT professionals in south India (iv) the relationship between spiritual intelligence and job satisfaction among the IT professionals in south India.
intelligence, job satisfaction and life satisfaction among IT professionals in south India are observed.

A sample of 700 IT professionals was selected from various organizations from four cities viz. Bangalore, Hyderabad, Chennai and Kochi of South India. These different statistical techniques namely, Reliability analysis, Descriptive statistics, t-test, one way ANOVA, Chi-square test, Friedman test, Correlation (Pearson r) and Regression analysis (Table.3.7) enabled the researcher to test the various hypotheses formulated in the present study so as to achieve the objectives of the study. A detailed explanation of these tests is given in the following section. It comprises of the descriptions of the numerical methodologies and their appropriateness to use in the particular analysis.

Structural Equation Modelling was used to test the proposed model. SPSS version 21 and AMOS version 22 were used to analyze the data.

The major findings of the study are as follows:

- It has been proved that there is a significant difference between male and female with respect to spiritual intelligence and job satisfaction but not the life satisfaction.

- The employees with low level of spiritual intelligence have low level job satisfaction and life satisfaction and high level spiritual intelligence have high levels of job satisfaction and life satisfaction.
• Each of the dependent (job satisfaction, life satisfaction) variables has been worked out by using the multiple regression equation and the Model has been successfully proved to work.

• The convergent and discriminant validity of the measurement model is established and the model is fit, established thorough Structural equation modeling.