

Association between Gender and Level of Spiritual Quotient among Employees in IT Industry

Lekha Padmanabhan¹, Dr. R. Magesh²

Department of Management Studies, Anna University, Guindy, Chennai-600 025

Abstract: Differences of opinion among genders arise in many industry, there are certain article which shows the most undiscriminating when it comes to gender among the IT industry.

Purpose: This study investigates the significant association between gender and the level of spiritual quotient among employees in IT Industry.

Method: Data for this study were collected using a questionnaire instrument from 500 employees in IT industry. Random sampling technique was used to record the responses.

Results: The chi-square analysis was used to obtain the results. From the results of the chi-square analysis, it was found that there existed a significant association between the gender and the level of spiritual quotient among employees in IT industry.

Conclusion: Thus to conclude, accessing to updated knowledge level, increasing higher wisdom, and attaining excellence in life and obtaining eternal soul of life can be achieved through experiencing the informed ability called spiritual quotient among both male and female employees.

Keywords: spiritual quotient (SQ), gender, IT industry, employees.

I. INTRODUCTION

Differences of opinion among genders arise in many industry, there are certain article which shows the most undiscriminating when it comes to gender among the IT industry. There are issues such as salary differences among male and female, ethical decisions, perceptions, attitude towards male or female supervisors and non supervisors all these leads to conflicts of opinion among male and females which in turn leads to stress, depression, anger, low involvement in work, No team work and interpersonal communication. Hence this would affect the entire flow of communication and the structure of organization of an industry. All of these results to wide spread chaos, confusion & dislocation in life which has become the common phenomena in the IT industry. Therefore this paper throws light on whether is there a significant association between gender and level of spiritual quotient among employees working in the IT industry.

According to (Nobel 2000) intelligence is the ability of thinking, planning, creating, adaption, reaction, making decision and learning. Hence these intelligences such as intellectual, emotional, spiritual and physical when divides in to groups as physical quotient (PQ), intelligence quotient (IQ), emotional quotient (EQ) and spiritual quotient (SQ)[2].

As (Sohrabi, 2008) says quotient is the base of all subjects that we believe them. It is also a base of beliefs, values, actions and structure of our lives. Thus Spiritual quotient is said to be the practical aspect of spirituality, and provides human being`s accessibility to the meaning, values and to use them in the method of thinking and making decision. It also completes human being and gives it united by combining spirituality and quotient in a new structure[3].

(J. Venkatesh et al, 2011) says the measure that focuses individual`s spiritual intelligence is said to be spiritual quotient. Many authors made significant ventures to explain SQ, including Dr. Muhammed Bozdog, who has stated about the

concept of SQ in his book called "SQ: Spiritual Quotient", which phenomenally explains the factor or dimensions such as compassion and creativity, self-awareness and self-esteem, flexibility and gratitude. Also there are six types of personality from this concept of SQ like Social, investigative, artistic, realist, contractor and conventional thus all of these that set humans apart from machines and animal. On the whole, wholeness, eternity with ultimate intelligence is enhanced through theory of SQ [1].

Objectives of the Study:

The present research article is carried out with objective of finding out is there any significance relationship between gender of employees and level of spiritual quotient.

Hypothesis:

H₀ - There is no significant association between gender of employees and level of spiritual quotient.

H_a - There is significant association between gender of employees and level of spiritual quotient.

II. METHODOLOGY

Sample and Procedure:

In selection of respondents for the survey, a random sampling technique was used to record the responses between gender and the level of spiritual quotient of the employees working in the IT industry. A total of 563 questionnaires were distributed to the employees, out of which 522 questionnaires were received from all the categories of employees in the IT industry after scrutiny it is rounded off as 500 and all the questionnaires were found with required information and completely usable.

Measurement of Variables

The variables for the present study are the gender and the spiritual quotient among the employees of IT industry. In order to find is there any significance difference between the gender and the level of spiritual quotient. The chi-square test for independence, also called the chi-square test of association or Pearson's chi-square test. Gender from demographic questions and level of spiritual quotient was used to analyze data using a Pearson chi-square test because this test is used to discover if there is a relationship between two or more categorical variables. All the items in the scale with the value ranging from 1 (strongly disagree), 2 (disagree), 3 (neutral), 4 (Agree), 5 (strongly agree).

III. RESULTS AND DISCUSSION

TABLE I Gender and Level of Spiritual Quotient

Sl. No.	Gender	Level of Spiritual Quotient			Total
		Low	Medium	High	
1.	Male	89 (32.13)	128 (46.21)	60 (21.66)	277 (55.40)
2.	Female	52 (23.32)	126 (56.50)	45 (20.18)	223 (44.60)
	Total	141 (28.20)	254 (50.80)	105 (21.00)	500 (100.00)

Source: Primary Data

The figures in the parentheses are per cent to total

The results show that out of 277 male employees, about 46.21 per cent of employees opine that the level of spiritual quotient is at medium level followed by low level (32.13 per cent) and high level (21.66 per cent).

The results indicate that out of 223 female employees, about 56.50 per cent of employees opine that the level of spiritual quotient is at medium level followed by low level (23.32 per cent) and high level (20.18 per cent).

Therefore it is discussed that out of 277 male and 223 female employees, 46.21 percent and 56.50 percent of male and female employees opine that the level of spiritual quotient is at medium level, followed by low level of spiritual quotient

of 32.13 per cent and 23.32 per cent, and, 21.66 per cent and 20.18 per cent of male and female employee opine that level of spiritual quotient is high level which means only very few number of employees of male and female has high level of spiritual quotient. Hence the knowledge toward spiritual quotient and implication levels of spiritual quotient among male and female employees should be enriched in order to make employees more efficient and faith full in their life and working environment.

In order to examine the association between gender of the employees and their level of spiritual quotient, the Chi-Square test has been applied and the results are presented.

TABLE 2 Association between Gender and Level of Spiritual Quotient

	Value	df	Sig
Pearson Chi-Square	6.107	2	.047

Source: Primary Data

The Chi-Square value of 6.107 is significant at five per cent level indicating that there is a significant association between gender of employees and level of spiritual quotient. Hence, the null hypothesis of there is no significant association between gender of employees and level of spiritual quotient is rejected.

IV. SUGGESTION

Thus to shed off the bottleneck among gender, it is spiritual quotient which has come forward as a guiding aura to motivate both male and female employees with the helping hands to eliminate gender bias (or) differences among employees of IT industry. It is concluded 5 percent level of indicating shows that there is a significance association between the gender and the level of spiritual quotient among employees in IT Industry. In general, among the employees of IT industries, for instance in gender both male or female can explore through spiritual quotient, if the intelligence for spirituality ideas is imbibed within them.

V. CONCLUSION

Gender difference / bias is the major criteria in many industries, especially in IT industry the high level of spiritual quotient among male and female is considerably less because of lack of involvement in spirituality and psychological way of understanding and thinking process. Spiritual quotient allow human being to eliminate the bias among gender, also, an high level of spiritual quotient employees can handle any situation in a better and easy way when compared to the employees who has low level of spiritual quotient. Hence nowadays spiritual quotient plays a vital role among male and female employees in the IT industry.

Thus to conclude, accessing to updated knowledge level, increasing higher wisdom, and attaining excellence in life and obtaining eternal soul of life can be achieved through experiencing the informed ability called spiritual quotient among male and female employees.

ACKNOWLEDGEMENTS

I express my heartfelt thanks to my guide and co-scholars in large measure have contributed their maximum capacities directly or indirectly in helping me to finish my paper work successfully.

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