

# Relationship between Spiritual Quotient and job satisfaction

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**Abstract - In the earlier part of mid twentieth century it was concluded by the people that the person intelligence quotient that is also called as IQ will help him to succeed in his life. Intelligence quotient is defined as the person's ability and intelligence. Later in mid-90 another theory was propounded called as Emotional quotient (EQ). Emotional quotient is defined as a person's ability to recognize his own emotions as well as emotions of other people. Towards the end of the century, it was highlighted that spiritual intelligence, also called as spiritual quotient (SQ) is the ultimate intelligence, necessary for effective functioning of IQ and EQ. In this research paper the researcher explains the positive and negative impact of spiritual quotient on quality of life.**

**Key words: Intelligence quotient, spiritual quotient, emotional quotient.**

## Introduction

From the beginning man always believed that these quotients are important to have a peaceful and happy life i.e. Intelligence quotient (IQ), Emotional quotient (EQ) and spiritual quotient (SQ) Intelligence quotient (IQ) is where a person has the ability to solve logical problem. Emotional quotient (EQ) is referred as a person's capability to recognize his own emotions as well as emotions of other people. With these concepts another new concept propounded called as spiritual quotient (SQ) also known as spiritual intelligence. Spiritual quotient refers to an ability to access our deepest meanings, values, purposes and motivations (Zohar and Marshall, 2004)<sup>1</sup> Spiritual Quotient is one of the important factor a person should possess. An individual with high SQ not only responds appropriately to a particular situation, but also analyze the reason of the situation and how can better that situation. High SQ enables a person to operate beyond limitation. Wigglesworth, Cindy (2012)<sup>2</sup> defines spirituality as "the innate human need to be connected to something larger than ourselves, something we consider to be divine or of exceptional nobility. This innate desire for that connection transcends any particular faith or tradition. It does not require a belief in a divinity by any description, nor does it preclude belief in God or Spirit or the divine". The sum of intelligence quotient and emotional quotient is equal to spiritual quotient. In the modern world it is extremely important for an individual to be aware of his spiritual quotient. According to Danah Zohar<sup>3</sup> defined 12 principles underlying spiritual intelligence: 1.Self-awareness: Knowing what I believe in and value, and what deeply motivates me.2.Spontaneity: Living in and being responsive to the moment.3.Being vision- and value-led: Acting from principles and deep beliefs, and living accordingly.4.Holism: Seeing larger patterns, relationships, and connections; having a sense of belonging.5.Compassion: Having the quality of "feeling-with" and deep empathy.6.Celebration of diversity: Valuing other people for their differences, not despite them.7.Field independence: Standing against the crowd and having one's own convictions.8.Humility: Having the sense of being a player in a larger drama, of one's true place in the world.9.Tendency to ask fundamental "Why?" questions: Needing to understand things and get to the bottom of them.10.Ability to reframe: Standing back from a situation or problem and seeing the bigger picture or wider context.11.Positive use of adversity: Learning and growing from mistakes, setbacks, and suffering.12.Sense of vocation: Feeling called upon to serve, to give something back. Therefore it is said that spiritual intelligence brings life to deeper purpose and meaning.

## Concept of the study

We have always believed that for growth three factors are always needed and are quite important. But in mean time people realize that the position of spiritual intelligence or spiritual quotient is quite real. There are multiple definitions regarding spiritual behavior of people. Wigglesworth, Cindy (2012)<sup>4</sup> defines 'spiritual intelligence as "the ability to behave with wisdom and compassion, while maintaining inner and outer peace, regardless of the situation' spirituality is considered as an important factor regarding the quality of life of an individual. People with high SQ feel more fulfilled, finding deeper meaning and purpose of their lives. They operate with positivity and put in their best efforts to derive joy in helping others and improving the society by using a higher dimension of intelligence. Spirituality in workplace is believed to have tangible effect on organization as well as on employees as employees are more aware of their spiritual quotient. Many organizations earlier believed that intelligence quotient has the most significance value in a person. Later on emotional quotient also became a factor of influence. But in today's world spiritual factor is also of great relevance. As the employees face many day to day challenges there is a great need for spirituality in the organization to have an enchanting environment. In 1995, Goleman<sup>5</sup> suggested that success in life required more than high intelligence quotient (IQ), and proposed emotional quotient (EQ) which encompassed such characteristics as self-awareness, task performance ability, flexibility, self-control and direct perception. However, nowadays it is claimed that even both IQ and EQ are not completely sufficient, and there is a strong need as a third factor which is called spiritual quotient (SQ). Therefore spiritual quotient can be defined as abilities of a person to be creative,

and be aware of his inner self. It can also be defined as spirituality means a soul's intelligence as the human brain beliefs in value, structure, religion and other factors.

### Objectives of the study

1. To understand the in-depth meaning of spiritual intelligence.
2. To examine the effect of spiritual intelligence on an individual's life.
3. To understand the relationship between spiritual intelligence and job satisfaction.

### Hypothesis

1. The respondents are satisfied with their job
2. Most of the respondents believe in god

### Review of literature

**1. Research conducted by T. Kumar and Pragadeeswaran S<sup>6</sup>** conducted a research in 2011 on a topic 'Effects of Occupational Stress on Spiritual Quotient Among Executives' in this paper the researchers aimed at exploring the experiences of executives in coping with occupations related stress using spiritual quotient. The researcher used frequency distribution and chi-square method to conclude the result of the research. Also one way ANOVA method was also used to compare the spiritual quotient among the executives with low, moderate and high level occupational stress.

#### Objective of the study:

1. To find out the status of occupational stress and spiritual Practices
2. To find out the effect of spiritual practices on occupational stress among employees working as executives in an organization.

#### Hypothesis:

1. The occupational stress level is high among the executives.
2. There is no significant effect of spiritual practices on occupational stress of the executives.

### Research methodology

A sample for the study is executives those are working in Neyveli Lignite Corporation (NLC), a public sector undertaking engaged in power generation which is situated in Neyveli, Cuddalore district, Tamilnadu. For selection of respondent for the survey, a random sampling technique was used to record the responses about occupational stress and spiritual practices. A total 600 questionnaires were distributed to the NLC employees in executive position, out of which 550 questionnaires were returned. All the returned questionnaires were found with required information and so completely usable.

### Findings of the study

1. It was found that stress due to 'strenuous' was very high whereas the stress due to all other occupational factors was low among executives.
2. It is concluded from the analysis that the SQ was high for executives with low stress level and it differs significantly from SQ for executives with moderate and high stress level.
3. At the same time, it was found that the SQ level remains same among executives regardless of the level of stress due to low status.
4. In sum, it is concluded that the level of stress is low among executives and the executives with low level of stress tend to have high SQ.

**2 The research was conducted by Singh MP and DrSinhaJyotsna(2013)<sup>7</sup>** on the topic 'Impact of spiritual intelligence on quality of life' this paper is aimed at examining the impact of spiritual intelligence on quality of life among the executives serving in government organizations. For the purpose of conducting this study, a sample comprising 303 executives was selected with adequate representation at junior, middle and senior levels. All subjects were administered the questionnaires to assess IQ, EQ SQ and QQ. Detailed implications of this study will be discussed in the paper.

### Objectives of the study

1. The objective is to establish a relationship between SQ and Quality of life.

### Hypothesis

1. The hypothesis is that SQ will positively relate to Quality of life

### Scope of the Study

1. The scope of the study is confined to the officers of the government organizations.

### Research methodology:

The sample constitutes 303 officers from the government organizations. The questionnaires were administered to the participants and responses quantified. SPSS software was applied to the following data for analyzing the data. Rationale of this

study is twofold; one, to explore if Quality of life can be improved by enhancing SQ, and second, there is gap in knowledge in this sphere in the government organizations.

#### Findings of the study:

1. It was found that officers in higher age brackets had relatively higher SQ as compared the younger group.
2. It was observed that SQ was comparable for both, male and the lady officers, with that of the males being very slightly higher.
3. Quality of life was higher in most of the cases where SQ was high.

**3 A research was conducted by Dr. Haji Juhary, Bemby Ali Bambang & Sentosallham on the topic named ‘The Intelligence, Emotional, Spiritual Quotients and Quality of Managers’<sup>8</sup>** This study examined the drivers of personal quality of corporate managers based on the examination of intelligence, emotional, and spiritual quotients (IESQ) and mediated by internal locus of control. Data were collected from 237 stated owner enterprises managers via questionnaires. The analysis produced structural models of personal quality predicted by IESQ and mediated by internal Locus of control.

**Research methodology:** A total of 265 managers from various levels of department and units were requested to complete a questionnaire that contained measures of the constructs of concern. The questionnaires were distributed to the respondents by using proportionate stratified random sampling method. Out of the desired sample size of 265, 255 were returned. This gives a response rate of 96.22%. As such, the response rate for this study is favorable and 255 questionnaires received, 237 questionnaires were subsequently used for analysis. The 255 dataset were coded and saved into SPSS version 16 and analyzed using AMOS version 7.0 in this study, a test for multivariate outliers is conducted

#### Findings of the study:

1. The present study also found there is a direct positive significance relationship between spiritual quotient and personal quality and hypothesis 3 was asserted.
2. This study found that IESQ must become potential intelligence within human being, although the degree or the level of it in each person is different.

**4 A research was conducted by Dr SenChandrani and Yadav Luckyon the topic ‘Relationship between Spiritual Quotient and Managerial Effectiveness: A Study on Managers’<sup>9</sup>**The purpose of the present study was to investigate if there exists a relationship between managerial effectiveness and spiritual quotient. The study was conducted on 150 Managers of apparel industry. The results of the study reveal that there is a positive correlation between SQ and Managerial effectiveness.

**Objectives of the study:** To investigate if there exist a relationship between managerial effectiveness and spiritual quotient.

**Research methodology:** The preset study has been conducted on 150 managers from apparel industry. The present study was done on managers having work experience in the range of 5-7 years of work experience.

#### Findings of the study:

1. The results of the study reveal that there is a positive correlation between SQ and Managerial effectiveness
2. A manager who is high on SQ doesn't not get carried away in a situation easily, he maintains a balance between inner and outer peace and shows compassion to others and behaves with wisdom (Wigglesworth 2002)<sup>10</sup>
3. Our study shows that these managers as spiritually intelligent individuals are better keyed into their consciousness, have deep existential questions that they seeks meaning of Vaughn (2002)<sup>11</sup>, that makes them more tolerant, adaptable and caring. It also leads to development of clarity in their sense of identity especially so in the case of relationships they make at work.
4. With spiritual mental framework individuals find more meaning in work, are able to identify and align values to that of the organization and have a clear sense of purpose. For these managers who are high on SQ, their career is not only to go up the hierarchy it the path of self-enlightenment that motivates to master skills required to grow spiritually (Konz and Ryan, 1999, p201)<sup>12</sup>
5. High SQ managers also demonstrate a better ability to understand the change in environment and adapt better to it, they are also better at trusting others and are highly committed to their organization (Mohamed et al., 2004)<sup>13</sup>
6. A good spiritual Leader who is on the journey of self-realization has found a way to strike the right balance between his work and family commitments together with his quest for being spiritual. (Ashar& Lane-Maher, 2004)<sup>14</sup>

**5 A research was conducted by Priyanka Yadav and B.K. Punia2 on a topic named ‘Emotionality Does but Spirituality Does Not: The Effect of Emotional and Spiritual Intelligence on Organizational Citizenship Behavior’<sup>15</sup>** the research was conducted with the aim measures the concept of EI, SI and OCB across 555 respondents from various public and private sector organizations in India. The goodness of fit is measured with the help of AMOS by using structural equation modeling (SEM), and association between the variables is examined by using path analysis for hypotheses testing. Results of the study unveil a significant correlation between EI and SI and further depict that EI only has a significant effect on employees' OCB and their SI as such has no effect on it.

**Hypothesis Formulation:**

H1 There is a positive and significant relationship between emotional and spiritual intelligence.

H2 Emotional intelligence has a significant and positive effect on employees' organizational citizenship behavior.

H3 Spiritual intelligence has a significant and positive effect on employees' organizational citizenship behavior.

**Research methodology:** A sample of 555 employees from different organizations encompassing respondents from the top, middle and operative level of public and private organizations has been chosen for the study. Though the questionnaires were distributed to 900 employees by using a mix of stratified random-cum-convenience sampling design, only 600 questionnaires were received back out of which only 555 were found properly filled and usable and hence used for analysis Purpose. In total, 600 questionnaires were coded into Statistical Package for the Social Sciences (SPSS) and evaluated by using AMOS version 18. During the data screening and cleaning procedure, 45 questionnaires were dropped because of uneven responses and missing values.

**Findings of the study**

1. The study further ascertained that SI has no significant and positive effect on OCB which can be taken as an astray of the common notion that the employees who are spiritually intelligent or involved in feeling of religiousness, praying to God, looking for the real nature are also contributing better to work performance
2. It is established that the employees having high level of EI and SI are more inclined to OCB through group activities and show their social and intellectual skills in motivating others in this direction and enhancing their capabilities to understand others
3. It is suggested that organizations should lighten the knowledge of SI and the employees must be aware about the fact that SI is not only related to personal lives of employees but also working life and the same can be achieved through education and organizing training programs

**RESEARCH METHODOLOGY**

Method of Data Collection: The researcher has collected the data from the following sources

1 Primary data: A structured questionnaire was prepared and circulated to doctors. The researcher gets the questionnaire filled from 30 respondents. The researcher conducted the interviews of all the respondents to understand their opinions about job satisfaction and spirituality in depth.

2 Secondary data: The researcher has collected the secondary from various journals, books, research papers, newspapers, and internet.

**DATA ANALYSIS**

The sample consists of 30 doctors from various hospitals. The instrument used for this survey was questionnaire which contained all the questions regarding spirituality, job satisfaction, salary and future security.

The questionnaire was made up of 42 items. Section A contained all the demographic information including age, experience, income, marital status and designation of the respondent. Section A1, B contains the information about spirituality. Section C contains the information about the job satisfaction salary, future security, participation and views and interpersonal relationship in the job of the respondent.

**A.DEMOGRAPHIC INFORMATION**

Demographic characteristics play an important role in job satisfaction. Therefore the researcher wants to understand the demographic feature of the respondent working in hospitals. The responses are presented in the following table

Demographic Characteristic	Category	Frequency	Percent	Cumulative Percent
Age	25-35	3	10.0	10.0
	35-45	9	30.0	40.0
	45-55	12	40.0	80.0
	>55	6	20.0	100.0
Experience	<5	3	10.0	10.0
	5-15	12	40.0	50.0
	15-25	9	30.0	80.0
	>25	6	20.0	100.0
Marital status	Unmarried	3	10.0	10.0
	Married	21	70.0	80.0
	Separated	3	10.0	90.0
	Widow	3	10.0	100.0
Income	500000-1000000	9	30.0	30.0
	1500000-2000000	15	50.0	80.0
	>2000000	6	20.0	100.0
Gender	Male	24	80.0	80.0
	Female	6	20.0	100.0

- **Age:** According to the survey there are 10% of the respondent who were at the age of 25-35 while 30% of the respondent were in between the age of 35-45 and 40% were between 46-55 but a small portion that is 20% were above 55. Thus it is concluded that 10% of the respondent were below 35 while remaining that is 90% were above the age group of 35.
- **Experience:** The above table reveals that there were 40% of the respondent who was having experience of 5-15 years. While 10% were having experience below 5 years and 30% between the range of 15-25. and 20% were above 25 years of experience thus it can be concluded that 10% of the respondent were having experience below 15 years and 90% were above 15 years.
- **Marital status:** The above table reveals that 70% of the respondent was married while 10% were unmarried. While 10% were widow and the same amount were separated.
- **Income:** 30% were in between the range of 5lacs-10lacs-. And 50% of the respondents were in the range of 15lacs-20lacs. And 20% were above 20lacs. Thus it is concluded that 30% were below the income of 10lacs and 70% were above 10lacs.
- **Gender:** The above table reveals that 80% were male. While remaining 20% was female.

**Job satisfaction:** Job satisfaction regarding work itself involves various factors like, an opportunity to advance professionally, Recognition of teaching by staff and supervisors, Freedom to use decision, working condition is comfortable, financial security, policy and administration and workload.

JOB SATISFACTION	AA	A	U	D	DD
1. Job provides me with an opportunity to advance professionally	3	27	-	-	-
2. Recognition of teaching by my staff and supervisors	3	27	-	-	-
3. Freedom to use my decision	-	30	-	-	-
4. Working condition in my college is comfortable	-	30	-	-	-
5. Teaching provides me with financial security.	3	27	-	-	-
6. Policies and administration conditions	-	27	3	-	-
7. Workload	-	27	-	3	-
Total	09	195	03	03	00
<b>SALARY</b>					
1. Fairness in fee structure	-	18	6	6	-
2. Rise in pay/fee	-	27	3	-	-
3. Expectation of salary/fee	-	21	3	6	-
4. Salary/fee is equal to amount of work expected from you	-	15	3	12	-
Total	00	81	15	24	00
<b>FUTURE SECURITY</b>					
1. Your job provides you future security	3	27	-	-	-
2. You can plan your future with the amount of salary you receive	3	27	-	-	-
Total	06	54	00	00	00
<b>APPRECIATION/RECOGNITION&amp;REWARDS</b>					
1. Your views and participation are valued	3	27	-	-	-
2. Right amount of recognition you receive for your work	-	30	-	-	-
3. Excessive working hours are recognized and compensated		21	3	6	-
4. Methods of recognize your performances by superior		30	-	-	-
5. Informal praise and appreciation you receive from your superior		30	-	-	-
Total	03				
<b>FAMILY LIFE</b>					
1. Job adds significant pressure and anxiety to your life	9	12	9	-	-
2. Amount of time your job allows you to be with your family	12	12	6	-	-
<b>INTERPERSONAL RELATIONSHIPS</b>					
1. Enjoying good interpersonal relationship in the job		30	-	-	-
2. Supported by staff		30	-	-	-

- **Job provides me with an opportunity to advance professionally:** According to the survey it is concluded that 10% of the respondent strongly agree with this statement while 90% respondent only agreed with this
- **Recognition by my staff and supervisors:** According to the survey 10% respondent strongly agreed to this statement and 90% only agreed with it.
- **Freedom to use my decision:** Out of the respondent 100% agree that they have freedom to use their decision
- **Working condition is comfortable:** 100% of the respondent agreed that the working conditions of their job is comfortable
- **Job provides me with financial security:** According to the survey 10% of the respondent strongly agree with this statement while 90% only agreed
- **Policies and administration conditions:**90% of the respondent was agreed with the policies and administration conditions but there were 10% of the respondent who were undecided with this particular statement
- **Workload:** 90% of the respondent agreed that they have adequate workload while 10% were disagreed with this statement.
- **Fairness in fee structure:**60% of the respondent agreed that they receive fair fee structure while 20% were undecided and same 20% were disagreed.
- **Rise in pay/fee:** According to the survey 90% agreed to the rise in pay/fee but 10% were undecided about it.
- **Expectation of salary/fee:** 70% of the respondent agreed that they receive salary as they expect. While 20% of the respondent were disagreed. And 10% were undecided.
- **Salary/fee is equal to amount of work expected from you:** Almost half of the respondent agreed with this statement but there were 40% who disagreed and 10% were not sure about it that is it was undecided.
- **Your job provides you future security:** 90% of the respondent agreed with this statement while 10% of the respondent strongly agreed about it.
- **You can plan your future with the amount of salary you receive:** 90% of the respondent agreed with this statement while 10% of the respondent strongly agreed about it
- **Your views and participation are valued:** 90% of the respondent agreed with this statement while 10% of the respondent strongly agreed about it
- **Right amount of recognition you receive for your work:** on this statement all the respondent agreed
- **Excessive working hours are recognized and compensated:** According to the survey 70% agreed to it. While 20% disagreed to this statement. But there were 10% who was undecided.
- **Methods of recognize your performances by superior:** on this statement all the respondent agreed
- **Informal praise and appreciation you receive from your superior:** on this statement all the respondent agreed
- **Job adds significant pressure and anxiety to your life:** 40% of the respondent agreed to this statement while 30% disagreed and the same amount of percent that is 30% were undecided.
- **Amount of time your job allows you to be with your family:** 40% agreed to this statement while the same amount of percent that is 40% strongly agreed to this and 6% were disagree.
- **Enjoying good interpersonal relationship in the job:** on this statement all the respondent agreed
- **Supported by staff:** on this statement all the respondent agreed

**Job provides an opportunity to advance professionally**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STRONGLY AGREE	1	10.0	10.0	10.0
Valid AGREE	9	90.0	90.0	100.0
Total	10	100.0	100.0	

**Job gives recognition by staff and supervisors**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STRONGLY AGREE	1	10.0	10.0	10.0
Valid AGREE	9	90.0	90.0	100.0
Total	10	100.0	100.0	

**Job provides freedom to use my decision**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid AGREE	10	100.0	100.0	100.0

**Working condition is comfortable**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid AGREE	10	100.0	100.0	100.0

BELIEVE IN GOD	AA	A	U	D	DD
1. There are some kind of conscious power or purpose which guides the universe		9	-	21	-
2. Prayers uplifts the mind		12	-	12	-
3. Ultimately everything can be expressed in terms of materialistic reality		6	15	9	-
4. There is god		9	9	12	-
5. God can and does appear in human form before people		9	-	21	-
6. Angel exist		6	6	15	3
7. God listens to your prayers		-	9	18	3
8. There is god in every human being		6	6	18	-
9. There is god with whom human being can communicate		9	6	15	-
10. There is a power which guides and protects you		6	3	18	3
BELIEVE IN RELIGION	AA	A	U	D	DD
1. The basis of all religion is superstition and fear	3	18	6	3	-
2. Going to temple, church or mosque is spiritually beneficial		12	18		-
3. Religion has done only harm to human			9	21	-
4. Religion stands in the way of human progress	3		21	6	-
5. It is good that all the places of worship were converted into factories		12	15	3	-
6. Religion should be taught in school		-	9	12	9
7. Reading religious books is a waste of time		3	18	9	-
8. Religion is of great of personal benefit to individuals		6	18	6	-
9. There is much truth in religion		6	6	18	-
10. Religious practices like telling beads(japa) and saying mass(puja) are of great value		6	9	12	3

- **There is some kind of conscious power or purpose which guides the universe:** According to the survey conducted 70% of the respondent disagreed to this statement. While 30% agreed to it.
- **Prayers uplift the mind:** On this statement 40% agreed to it while the same percent that is 40% disagreed. And 20% were undecided.
- **Ultimately everything can be expressed in terms of materialistic reality:** half of the respondent that is 50% was undecided about this statement. But 30% disagreed about this and 20% respondent agreed.
- **There is god:** 40% of the respondent disagreed to this statement and 30% agreed but the remaining 30% were undecided.
- **God can and does appear in human form before people:** 70% disagreed to this statement while the remaining 30% agreed that God can and does appear in human form before people
- **Angel exists:** 50% of the respondent disagreed that angel exist but 20% agreed to it and 20% were undecided but the remaining 10% strongly disagreed.
- **God listens to your prayers:** 60% of the respondent disagreed with this statement and 30% were undecided about it. But the remaining 10% strongly disagreed.
- **There is god in every human being:** 60% of the respondent disagreed with this statement but 20% agreed and 20% were undecided.
- **There is god with whom human being can communicate:** 50% of the respondent disagreed with this statement but 30% agreed and remaining 20% were undecided.
- **There is a power which guides and protects you:** 60% of the respondent disagreed with this statement while 20% agreed with it. But 10% strongly disagreed and remaining 10% were undecided.
- **The basis of all religion is superstition and fear:** 60% of the respondent agreed to this statement while 20% were undecided about it. 10% agreed that The basis of all religion is superstition and fear and remaining 10% disagreed.
- **Going to temple, church or mosque is spiritually beneficial:** 60% were undecided about this statement and the remaining 40% agreed to it.
- **Religion has done only harm to human:** 70% of the respondent disagreed with this statement and the remaining 30% were undecided about it.
- **Religion stands in the way of human progress:** Most of the respondent that is 70% were undecided about this statement while 20% disagreed and the remaining 10% strongly agreed to it
- **It is good that all the places of worship were converted into factories:** According to the survey conducted 50% of the respondents were undecided. While 40% agreed to this statement. But 10% disagreed.
- **Religion should be taught in school:** For this statement 40% of the respondent disagrees with it but 30% agreed and the same amount of percent that is 30% strongly disagreed.
- **Reading religious books is a waste of time:** According to the survey major part of the respondent that is 60% were undecided on this. While 30% disagree and small amount that is 10% agreed.
- **Religion is of great of personal benefit to individuals:** According to the survey major part of the respondent that is 60% undecided on this. While 20% agree and 20% were disagreed.
- **There is much truth in religion:** According to the survey major part of the respondent that is 60% disagreed on this. while 20% agree and 20% were undecided,

- **Religious practices like telling beads (japa) and saying mass(puja) are of great value:** According to the survey 40% disagrees with this statement. While 30% of the respondents were undecided and 20% agrees. And a small amount that is 10% strongly disagreed.

## FINDINGS

- It is concluded that 10% of the respondent were below the age of 35 while remaining that is 90% were above the age group of 35.
- It can be concluded that 10% of the respondent were having experience below 15 years and 90% were above 15 years.
- It is concluded that 70% of the respondent was married while 10% were unmarried. While 10% were widow and the same amount were separated.
- Thus it is concluded that 30% were below the income of 10lacs and 70% were above 10lacs.
- The above table reveals that 80% were male. While remaining 20% was female.
- According to the survey it is concluded that 10% of the respondent strongly agree with the statement that Job provides them with an opportunity to advance professionally while 90% respondent only agreed with this.
- It is concluded that 10% respondent strongly agreed that they are recognize by their staff and supervisors and 90% only agreed with it.
- Out of the respondent 100% agree that they have freedom to use their decision
- 100% of the respondent agreed that the working conditions of their job is comfortable
- It is concluded that 10% of the respondent strongly agree that Job provides them with financial security while 90% only agreed
- 90% of the respondent was agreed with the policies and administration conditions but there were 10% of the respondent who were undecided with this particular statement
- 90% of the respondent agreed that they have adequate workload while 10% were disagreed with this statement.
- 60% of the respondent agreed that they receive fair fee structure while 20% were undecided and same 20% were disagreed.
- According to the survey 90% agreed to the rise in pay/fee but 10% were undecided about it.
- 70% of the respondent agreed that they receive salary as they expect. While 20% of the respondent were disagreed. And 10% were undecided.
- Almost half of the respondent agreed that Salary/fee is equal to amount of work expected from them but there were 40% who disagreed and 10% were not sure about it that is it was undecided.
- 90% of the respondent agreed that their job provides them with future security while 10% of the respondent strongly agreed about it.
- 90% of the respondent agreed that they can plan their future with the amount of salary they receive while 10% of the respondent strongly agreed about it
- 90% of the respondent agreed that views and participation are valued while 10% of the respondent strongly agreed about it
- According to the survey all the respondent agreed that they receive right amount of recognition for their work
- According to the survey 70% agreed that Excessive working hours are recognized and compensated. While 20% disagreed to this statement. But there were 10% who was undecided.
- All the respondent agreed that Methods of recognize their performances by superior
- All the respondent agreed that they receive Informal praise and appreciation from your superior
- 40% of the respondent agreed that Job adds significant pressure and anxiety to their life while 30% disagreed and the same amount of percent that is 30% were undecided.
- 40% agreed that your job allows you to be with your family while the same amount of percent that is 40% strongly agreed to this and 6% were disagreeing.
- All the respondent agreed that they enjoy good interpersonal relationship in the job
- The entire respondent agreed that they are supported by their staff.
- According to the survey conducted 70% of the respondent disagreed that there is some kind of conscious power or purpose which guides the universe. While 30% agreed to it.
- On this statement 40%agreed that Prayers uplift the mind while the same percent that is 40% disagreed. And 20% were undecided.
- : half of the respondent that is 50% was undecided that whether Ultimately everything can be expressed in terms of materialistic reality But 30% disagreed about this and 20% respondent agreed.
- 40% of the respondent disagreed that there is god: and 30% agreed but the remaining 30% were undecided.
- 70% disagreed to this statement while the remaining 30% agreed that God can and does appear in human form before people
- 50% of the respondent disagreed that angel exist but 20% agreed to it and 20% were undecided but the remaining 10% strongly disagreed.
- 60% of the respondent disagreed that God listens to your prayers and 30% were undecided about it. But the remaining 10% strongly disagreed.
- 60% of the respondent disagreed that there is god in every human being but 20% agreed and 20% were undecided.



- 50% of the respondent disagreed that there is god with whom human being can communicate but 30% agreed and remaining 20% were undecided.
- 60% of the respondent disagreed with this statement that there is a power which guides and protects you while 20% agreed with it. But 10% strongly disagreed and remaining 10% were undecided.
- 60% of the respondent agreed to this statement while 20% were undecided about it. 10% agreed that the basis of all religion is superstition and fear and remaining 10% disagreed.
- 60% were undecided about this statement that going to temple, church or mosque is spiritually beneficial and the remaining 40% agreed to it.
- 70% of the respondent disagreed that religion has done only harm to human and the remaining 30% were undecided about it.
- 70% were undecided about this statement that Religion stands in the way of human progress: while 20% disagreed and the remaining 10% strongly agreed to it
- According to the survey conducted 50% of the respondents were undecided about It is good that all the places of worship were converted into factories While 40% agreed to this statement. But 10% disagreed.
- 40% of the respondent disagrees that religion should be taught in school with it but 30% agreed and the same amount of percent that is 30% strongly disagreed.
- According to the survey major part of the respondent that is 60% were undecided that Reading religious books is a waste of time While 30% disagree and small amount that is 10% agreed.
- On this statement that Religion is of great of personal benefit to individuals According to the survey major part of the respondent that is 60% undecided. While 20% agree and 20% were disagreed.
- According to the survey major part of the respondent that is 60% disagreed on this that there is much truth in religion. While 20% agree and 20% were undecided,
- According to the survey 40% disagrees that Religious practices like telling beads (japa) and saying mass (puja) are of great value. While 30% of the respondents were undecided and 20% agrees. And a small amount that is 10% strongly disagreed.

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