Exploring Spiritual Intelligence and Its Influence on IT Sector Employee Performance

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ABSTRACT

Spiritual intelligence can be a powerful tool to combat stress in the workplace. By utilizing optimistic anthropological abilities such as compassion, love, and forgiveness, individuals can tap into spiritual sources to solve problems and increase their psychological well-being. The purpose of the study is to ascertain how different aspects of spiritual intelligence affect workers in the information technology sector. The study was conducted over 198 workers. ANOVA, correlation and factor analysis were conducted. The results indicated a significant disparity in the challenges experienced by information technology employees based on their gender The factors of spiritual intelligence which have an impact over employee performance is identified and grouped into constructs. The development of employees' skills and knowledge requires spirituality and emotional intelligence, and organizations must cultivate a supportive culture.

Keywords: Spiritual intelligence, Employee performance, employee relationship, job satisfaction.

INTRODUCTION

The concept of "spiritual intelligence" can be deconstructed into two distinct words: spiritual and intelligence. This notion encompasses the act of inaugural our sentiments and nurturing our ability to involvement awe, admiration, and thankfulness. It entails perceiving the sacred in the ordinary, embracing the profoundness of life, understanding the essence of existence, and surrendering ourselves to something greater than our individual selves. Its ultimate objective is to foster love and compassion for all beings, resulting in improved physical and mental well-being.

In philosophy, the idea of the "soul" is often regarded as an intangible or immaterial aspect of human existence, responsible for individuality, and sometimes used interchangeably with the mind or the self. In theology and religion, the personality is whispered to be the part of a person that connects them to divinity and is thought to endure beyond the death of the physical body. Hindu philosophy perceives the atman (soul) as a universal entity, an eternal higher self that exists within each individual but is confined within the physical body the transitions into a novel body based on the karmas of its previous existence.

This cycle of demise and renaissance continues until the soul or atman achieves perfection in its karmas and ultimately merges with the absolute reality. On the contrary, Buddhism challenges this notion and asserts that any belief in an eternal individual soul or a persistent universal self is illusory.

According to Vaughan (2002), spiritual intelligence surpasses conventional psychological development. A component of self-awareness is realizing how we are interconnected with the transcendent, each other, the earth, and all other living things. The notion of spiritual intelligence has been defined theoretically. The findings suggest that spiritual intelligence is the capacity to address and resolve important or noteworthy problems that may have an impact on interpersonal relationships. It entails considering one's deeds or manner of living to be more important than others. Wigglesworth (2013) indicates that humans can maintain a state of tranquillity and loving behavior even in the expression of immense pressure. This is remarkable, as it highlights the unique advantages possessed by humans compared to other creatures.

REVIEW OF LITERATURE

The study led by Zamani & Karimi (2015) confirmed the relationship between female high school teachers in Isfahan, Iran, and spiritual intelligence and job happiness. The researchers found significant positive relationships between these traits, especially when it came to spiritual intelligence traits like transcending consciousness and meaning-making on a personal level. Notably, a strong predictor of job happiness was transcending consciousness.

In their investigation, Torabi & Javadi (2013) used transcendental consciousness, conscious state expansion, serious observational discernment, and the creation of personal meaning to assess spiritual intelligence. The results indicated a noteworthy association between three dimensions of spiritual intelligence, in a study steered by Rani et al., (2013). Besides, the study also included invariance analysis to explore the probable diminishing effects of demographic factors.

This study coxed by Ahmadian et al. (2013) sought to investigate the role of demographic variables (gender, age, and education) and organizational culture as moderators in the performance as determined by ROA and Tobin's Q value. These results suggest that enhancing spiritual intelligence can enhance organizational performance playing a moderating role. For managers seeking to improve employee efficiency and effectiveness by fostering spiritual intelligence.

In their 2014 study, Mohammaddi et al. discovered a noteworthy and positive effect of cultural intelligence on organizational obligation. The study also emphasized the significance of managers using their own abilities and skills to pinpoint important factors influencing work performance as well as the significance of establishing stability and purpose in one's life. They will be better able to handle issues, comprehend others and themselves, and perform well in their positions as a result

In their study, Ravikumar & Dhamodharan (2014) looked into the connection between organizational commitment, work satisfaction, and spiritual intelligence in the banking sector. To measure spiritual intelligence, they utilized four dimensions "critical existential thinking, transcendental awareness, conscious state expansion and personal meaning production". The results of their research indicate a noteworthy. More specifically, workers with spiritual intelligence report feeling more satisfied with their jobs, which makes them more committed. In the end, this dedication helps to lower employee attrition and raise organizational productivity.

The study by Tehubijuluw (2016) highlights the significance of spiritual intelligence in enhancing individuals' lives and their pursuit of meaning beyond materialistic desires. Additionally, it highlights how spiritual intelligence contributes to workers' overall happiness and job satisfaction. The study aims

to investigate the relationship between employees' spiritual intelligence and organizational success, with a focus on job satisfaction as a mediating element. The study focuses on management practices in major Indonesian developer companies and includes workers from all business units. Structural Equation Method model is used to analyse the data. The results show that job satisfaction and employee spiritual intelligence are positively correlated. Additionally, the study demonstrates that job satisfaction leads to increased productivity and improved organizational performance. Future research should explore the crucial role of bests in shaping core values within organizations comprehensively investigate the influence of all dimensions of divine acumen on job satisfaction and subsequently enhance organizational performance.

Anwar & Osman-Gani (2015) explored the potential existence of organizational citizenship behavior among employees who draw on their spiritual experiences to create meaningful ethical work environments. Despite current ethical violations and corporate scandals, this phenomenon has not been thoroughly studied. The study aims to enrich understanding of employee citizenship behavior in manufacturing and service organizations in Malaysia. The findings have implications for management awareness and recruitment practices, as individuals from diverse cultures with high levels of citizenship behavior roles. To encourage OCB and a healthy work atmosphere, management may also think about fostering and strengthening pertinent spiritual intelligence characteristics. There is a thorough discussion of the study's significance for management professionals and researchers.

Awais et al. (2015) found that job satisfaction acts as a mediator in the link between spiritual intelligence and organizational commitment. The literature serves as the foundation for the study's conclusions. Furthermore, there is no connection at all between mystical intelligence and structural promise.

Wulantika & Buhari (2015) studied on mystical acumen and employee authorization on employee performance. The consequences of the hypothesis testing indicated that significantly influenced employees' performance By improving our knowledge and comprehension of spiritual intelligence, employee empowerment, and employee performance, this study advances the academic area. The study offers practitioners useful references that can support the enhancement of employees' performance, employee empowerment, and spiritual intelligence.

Malik & Tariq (2016) identified that culture can act as a moderator in the employees relationship with managers, encouraging them to focus on enhancing employees' spiritual intelligence to enhance overall efficiency and effectiveness.

Devi (2016) conducted studies on the topic of religiousness in the management field. While researchers have started to delve into this area, there hasn't been much debate on how spiritual and religious beliefs can impact employee engagement. Spirituality has been linked to healthy individuals and high-performing employees, but Emotional Intelligence is also important in helping employees apply their personal spiritual experiences to their work. This creates a strong connection between the employee and the organization, leading to positive outcomes for both parties.

This study by Srivastava (2017) explores the various aspects that contribute to Spiritual Intelligence (SI) in the Indian context. The research identifies 11 key determinants of 'SI, including "Physical, Intellectual, Psychological, Social, Emotional, Ethical, Aesthetical, Religious, Modern, Divine traits, and Yoga and Meditation". The findings of this study can be particularly useful for developing countries like India, where there is a need for growth and development. By incorporating the determinants of SI into education, both students and institutional leaders can benefit from a value-based approach to learning and development. Further research can also help in developing a Spiritual Intelligence Scale specific to

the Indian context.

Tahir & Rahman (2018) examined the impact of spiritual intelligence on employees' confidence and productivity in a company. The study also examined the individual relationships between the seven dimensions of mystical intelligence and organizational commitment. The participants in this research are employees from the aforementioned companies. The study's conclusions show that organizational dedication and all aspects of divine wisdom are positively correlated. Moreover, a substantial body of research indicates that corporate commitment serves as a mediator between employee performance and spiritual intelligence. The development and promotion of spiritual intelligence among employees should be a top priority for businesses, according to this research report, as it can improve workers' performance and organizational commitment.

Selviyani & Wulansari (2019) studied on work motivation, consequently influencing employee performance. However, the study did not find any significant effect of mystical intelligence on work motivation or employee performance. It was observed that work motivation directly affects employee performance. Additionally, work motivation was found to mediate. This research aids as a valued resource for companies, suggesting the application of training programs to enhance emotional and intellectual intelligence, ultimately foremost to better-quality employee performance within the banking sector.

The study led by Masitoh & Sudarma (2019) ensured that samples were taken from the population in a proportional manner. It was also observed that employee performance played a arbitrating protagonist in the association among demonstrative intelligence, spiritual intelligence, and job satisfaction. As a result, the researchers recommend that companies prioritize training programs aimed at enhancing emotional intellect and spiritual intelligence, recognizing the implication of these variables in influencing employee recital and job gratification levels.

The study directed by Sancoko et al. (2019) was conducted on 189 permanent employees who had been working for at least a year. Additionally, emotional intelligence also exposed that expressive acumen partially arbitrates the association among decision-making culture and employee performance.

An analysis conducted by Supriyanto et al. (2019) highlights the significance of intelligence in improving employee performance. However, the research findings reveal certain contradictions. The results imply that expressive cognition has a direct as well as an indirect effect on worker performance.

Mohamed et al. (2021) used a self-answered questionnaire, this cross-sectional study collected data from public sector employees. The study suggested that human resource managers must order the development of high-risk countries. By incorporating social intelligence organizations can enhance job satisfaction and overall employee performance. The relative significance of social, emotional, and spiritual intelligence in relation to job satisfaction is notably clarified by this study. This is among the first studies of its kind conducted in a country where the risk is high.

In the study conducted by Lona et al. (2020) verdicts exposed that expressive intelligence exhibited a noteworthy and favorable influence on employee performance. Conversely, intellectual intelligence was found to have no substantial impact on employee performance. Datta (2021) found that companies provide an environment in which people can produce value, build enduring connections, and significantly impact society. Higher levels of spirituality is associated with higher levels of satisfaction. The influence of spirituality extends to various aspects of an individual's life, including achieving a harmonious balance between work, family, and overall life contentment through a comprehensive case study. Understanding spiritual intelligence and figuring out what influences people's growth of it are the

main goals of this research. The study's conclusions suggest that HR managers should develop plans to foster and improve spiritual intelligence in their workforce. These efforts should also aim to improve workers' job satisfaction, which will increase output, organizational commitment, efficiency, and loyalty while lowering absenteeism and turnover. Consequently, it is imperative for human resource managers and leaders to delve deeper into the concepts of spiritual intelligence and job satisfaction. Assessing the spiritual intelligence of job applicants should be incorporated into the recruitment process to ensure the selection of the most suitable candidates.

They carefully and methodically analyzed the data using the respected method of multiple linear regression analysis. The results, which were eagerly awaited, provided a symphony of profound revelations. Firstly, the majestic force of Self-Efficacy emerged as a radiant beacon, casting its positive and significant influence upon the performance of the employees. Its empowering presence ignited a spark of motivation, propelling the employees to reach new heights of excellence. Secondly, the ethereal realm of Emotional Intelligence gracefully stepped forward, bestowing its benevolent blessings upon the employees. Its positive and significant effect enveloped their hearts and minds, fostering a harmonious atmosphere of empathy and understanding. Thirdly, the celestial realm of Spiritual Intelligence unveiled its majestic power, showering the employees with its divine influence. Its positive and significant impact permeated their souls, guiding them towards a higher purpose and imbuing their work with a sense of transcendence. Lastly, the grand culmination of Self-Efficacy, Emotional Intelligence, and Spiritual Intelligence unfolded in a magnificent symphony of collective brilliance. Their combined effect, observed simultaneously, radiated a positive aura that elevated the performance of these remarkable individuals. In conclusion, the study led by Damayanti et al. (2021) has shed bright upon the thought.

According to the WFH model, a number of variables, such as the nature of the work, the employer, the sector, and the home environment, affect an employee's performance and productivity. Anakpo et al. (2023) discovered that while some employees reported no change or unfavorable effects, the majority of employees indicated positive impacts. To enhance the WFH experience, the study suggests investing in technology and IT training to support those who choose to continue working remotely beyond the pandemic.

The study by Iskamto (2023) focused on office employees as the target population. To ensure comprehensive representation, a saturated sample is utilized, meaning that if the population consists of fewer than 100 individuals, all of them are included in the study and performance. According to the study, organizational culture specifically explains 26.6% of employee performance, with factors other than those covered in this study influencing the other 73.4%.

The rapid development of technology has greatly facilitated various activities, including work, social interaction, and access to information, that human welfare is not always positive, particularly in the context of work stress. In order to assess the data, the researchers used data collecting methods like listening and documenting pertinent information. Data reduction, data visualization, and conclusion drawing were all required for this. Harahap et al. (2023) conducted a business psychology review, the study aimed to gain a improved understanding of the issue and provide recommendations to reduce work stress in employees. However, excessive use of digital knowledge can consequence in higher levels of occupational stress among employees. Therefore, organizations should consider implementing strategies to address work stress caused by digital technology. One such strategy is providing training to employees on how to effectively and efficiently utilize digital technology.

The findings of the review indicate that both workload and effort strain significantly influence employee

performance, although the direction of this influence varies. Among the 13 empirical results analyzed, 84.61% demonstrate a positive effect of workload on performance of employees, the residual 15.39% indicate a negative effect as per the study of Nasrul et al. (2023). Similarly, among the 10 empirical results examined, 50.00% show a positive effect of work stress, 50% of respondents indicate a negative impact. Organizations are urged to properly monitor employee workload and thoroughly study job stress in light of the diversity of these scientific findings.

Muhammad et al. (2023) verified employee performance, with organizational citizenship behavior as a mediator, at BMT Amanah Ummah Sukoharjo. The findings revealed that spiritual intelligence had an employee performance impact on administrative residency behavior, The variable of structural residency routine was found to have an optimistic and important effect on employee performance.

OBJECTIVES OF THE STUDY
1. To comprehend the spiritual intelligence and influence of information technology on employee behavior.
2. To identify the mystical intelligence services and challenges faced by IT workers.

METHODOLOGY
Data on the underlying motives were meticulously collected through a systematic approach, utilizing an unbiased and structured questionnaire. The statistics were gathered from a plethora of reputable sources, including journals, books, and the vast expanse of the internet. The population was subjected with a trial size of 198 implicit actors who underwent the online check via the sophisticated software "Raosoft", utilizing stratified random sampling. Descriptive statistics were used to examine the demographic information of each respondent. When applicable, these statistics included mean, standard deviation, median, and range. Based on a number of demographic factors, such as gender, age, educational background, work experience, marital status, and income level, the respondents were divided into groups. These demographic variables were then correlated with the outcome variables of the IT sector questions, using analysis of variance (ANOVA), factor analysis and correlation, where appropriate. The results were reported with 95% sureness intervals and were deemed significant at $P < .05$.

ANALYSIS

TABLE 1: OUTLINE OF THE DEFENDANTS

Category	Classify	Frequency	Percent
Gender	Male	100	50.5
	Female	98	49.5
Age	< 30 Years	46	23.2
	30 – 35 Years	34	17.2
	35 – 40 Years	72	36.4
	40 – 45 Years	20	10.1
	45 – 50 Years	26	13.1
Education qualification	Diploma	5	2.5
	Bachelor Degree	77	38.9
	Master Degree	116	58.6
Marital Status	Single	67	33.8

	Married	93	47.0
	Widow	38	19.2
Monthly salary	Below Rs.30,000	45	22.7
	Rs.30,000 - Rs.60,000	58	29.3
	Rs.60,001 - Rs.80,000	31	15.7
	Above Rs.80,000	64	32.3
Area of residency	Rural	68	34.3
	Urban	130	65.7

Majority respondents were males with 50.5%, highest respondent's age of the respondents is 35 – 40 Years. Respondents with master's degree is highest in numbers. Marital status with married is 47%. 32.3% respondents were drawing a monthly salary above Rs.80,000.

H0: There is no significant difference between the gender and the contests faced by information technology workers.

TABLE 2: GENDER AND THE CONTESTS FACED BY IT WORKERS

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Talent Retention	Between Groups	2.870	1	2.870	12.409	**.001**
	Within Groups	45.337	196	.231		
	Total	48.207	197			
Talent Recruitment	Between Groups	8.123	1	8.123	27.993	**.000**
	Within Groups	56.872	196	.290		
	Total	64.995	197			
Workload	Between Groups	3.802	1	3.802	22.006	**.000**
	Within Groups	33.860	196	.173		
	Total	37.662	197			
Skills gaps	Between Groups	2.174	1	2.174	9.648	**.002**
	Within Groups	44.169	196	.225		
	Total	46.343	197			
Lack of ProfessionGrowth	Between Groups	3.399	1	3.399	6.172	**.014**
	Within Groups	107.920	196	.551		
	Total	111.318	197			
Possessions and Budget Limits	Between Groups	5.127	1	5.127	10.996	**.001**
	Within Groups	91.383	196	.466		
	Total	96.510	197			
Uncertain Job Roles and Tasks	Between Groups	.038	1	.038	.079	.779
	Within Groups	94.305	196	.481		
	Total	94.343	197			
A Lack of Effective Leadership	Between Groups	.677	1	.677	4.093	**.044**
	Within Groups	32.414	196	.165		
	Total	33.091	197			

Lack of Diversity Within the IT Industry	Between Groups	1.479	1	1.479	4.300	.039
	Within Groups	67.410	196	.344		
	Total	68.889	197			

From the above table, the relation between gender and the challenges faced by IT workers are analysed. The factors are Talent Retention, Talent Recruitment, Workload, Skills gaps, Lack of Profession growth, Possessions and Budget Limits, Uncertain Job Roles and Tasks, A Lack of Effective Leadership, Lack of Diversity Within the IT Industry. The significant value is lesser than the "P" value (0.05%). Hence the deduction is rejected. Hence the null premise is recognized which means that there is significant difference between the gender and the challenges faced by information technology workers of the defendants.

IT1 - The organization brings in new technology

IT2 - Self-confident while using the application technologies

IT3 - Attend external training programs to update my technological skills

IT4 - Technology helps me perform my duties well

IT5 - Technology made my job easy

IT6 - Technology helps me to finish my work in time

IT7 - I feel satisfied with the technology that already existing in the organization

IT8 - Technology has constrained my work

IT9 - I feel irritated while learning a new technology

G - Gender

PC - Pearson Correlation

Sig. - Significant (2-tailed)

TABLE 3: THE INFLUENCE OF INFORMATION TECHNOLOGY ON EMPLOYEE BEHAVIOR

Correlations											
		IT1	IT2	IT3	IT4	IT5	IT6	IT7	IT8	IT9	Gender
IT1	PC	1									
	Sig										
	N	198									
IT2	PC	.114	1								
	Sig	.108									
	N	198	198								
IT3	PC	.374**	.535**	1							
	Sig	**.000**	**.000**								
	N	198	198	198							
IT4	PC	.668**	.123	.573**	1						
	Sig	**.000**	**.085**	**.000**							
	N	198	198	198	198						
IT5	PC	.381**	.165*	.582**	.557**	1					
	Sig	**.000**	**.020**	**.000**	**.000**						
	N	198	198	198	198	198					

IT6	PC	.452**	.198**	.543**	.723**	.603**	1			
	Sig	**.000**	**.005**	**.000**	**.000**	**.000**				
	N	198	198	198	198	198	198			
IT7	PC	.428**	.076	.580**	.565**	.760**	.683**	1		
	Sig	**.000**	.289	**.000**	**.000**	**.000**	**.000**			
	N	198	198	198	198	198	198	198		
IT8	PC	.594**	.301**	.661**	.815**	.513**	.728**	.555**	1	
	Sig	**.000**	**.000**	**.000**	**.000**	**.000**	**.000**	**.000**		
	N	198	198	198	198	198	198	198	198	
IT9	PC	.376**	.197**	.377**	.629**	.241**	.562**	.376**	.640**	1
	Sig	**.000**	**.005**	**.000**	**.000**	**.001**	**.000**	**.000**	**.000**	
	N	198	198	198	198	198	198	198	198	198
Gender	PC	.124	.098	.054	.111	.082	.130	.100	.113	.124	1
	Sig	.081	.168	.446	.120	.248	.067	.159	.112	.081	
	N	198	198	198	198	198	198	198	198	198	198

The first is the value of Pearson's correlation coefficient. That's the Pearson Parallel symbol, which in this case is 1. All the significant values are in the 2-tailed significance value, which in this case is < .000. The normal dominant value is .05, which implies that our correlation is highly significant.

TABLE 4: SPIRITUAL INTELLIGENCE SKILLS

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.704
Bartlett's Test of Sphericity	Approx. Chi-square	2522.132
	Df	276
	Sig.	.000

Shows that the KMO value of 0.704, which designates that the degree of common alteration among the quantity is quite high, therefore factor analysis can be conducted.

Communalities		
	Initial	Extraction
Nature of Reality	1.000	.504
Think about the reason for my existence	1.000	.676
Know what happens after death	1.000	.704
Progress theories about life death, reality, and the universe	1.000	.886
Know the denotation of life events	1.000	.863
Think about interpersonal relationship	1.000	.860
There is God or a divine being	1.000	.723
Can find life's meaning and purpose	1.000	.775
Know the reason why we live	1.000	.697
Learn from experience	1.000	.714
Make decisions according to the purpose in life	1.000	.659
Find meaning in everyday experiences	1.000	.693

Recognize deeper self-other than the physical body	1.000	.844
There is other than physical and material	1.000	.814
Aware of deeper interpersonal connection	1.000	.718
I am a deeper (non-physical) self	1.000	.686
Aware of non-material aspects	1.000	.671
Qualities in individuals are more imperative than anything else	1.000	.733
A deeper self feels centered	1.000	.538
Can enter sophisticated states of awareness	1.000	.747
Can control the states of awareness	1.000	.836
Can move between the levels of awareness	1.000	.745
Can see issues in higher awareness	1.000	.764
Can develop techniques for entering states of awareness	1.000	.588

Above table denotes, Communalities, Nature of Reality .504, Think about the reason for my existence .676, Know what happens after death .704, Progress theories about life death, reality, and the universe .886, Know the denotation of life events .863, Think about interpersonal relationships.860, There is God or a divine being .723, Can find life's meaning and purpose.775, Know why we live .697, Learn from experience .714, Make decisions according to the purpose in life .659, Find meaning in everyday experiences .693, Recognize deeper self-other than the physical body.844, There is other than physical and material.814, Aware of deeper interpersonal connection.718,I am a deeper (non-physical) self.686, Aware of non-material aspects.671, Qualities in individuals are more bossy than anything else.733, A deeper self feels centered.538, Can enter sophisticated states of awareness.747, Can control the states of awareness.836, Can see issues in higher awareness.764, Can develop techniques for entering states of awareness.588.

Spiritual Intelligence Skills- Principal Component Analysis

The principal constituent scrutiny has been administered to the group Spiritual Intelligence Skills. It is a technique of data discount. Commonality is the portion of an item's modification that results from a shared component. In a main component analysis, communality's initial value is 1. The Spiritual Intelligence Skills are arranged in the column of the component. The variance in each variable that is accounted for by the factors in the factor solution is estimated by the extraction communalities. The fact that the result is less than 0.5 suggests that the variables should likely be dropped from the analysis because they do not fit the factor solution well.

TABLE 5: VARIANCE

Total Variance Explained								
	Initial Eigen values			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.224	21.769	21.769	5.224	21.769	21.769	4.039	16.827	16.827
2	3.227	13.446	35.215	3.227	13.446	35.215	3.736	15.568	32.395
3	2.264	9.435	44.650	2.264	9.435	44.650	2.122	8.843	41.237

4	2.006	8.359	53.009	2.006	8.359	53.009	2.056	8.565	49.802
5	1.443	6.013	59.022	1.443	6.013	59.022	1.553	6.470	56.272
6	1.255	5.231	64.253	1.255	5.231	64.253	1.489	6.204	62.476
7	1.013	4.219	68.472	1.013	4.219	68.472	1.278	5.326	67.802
8	1.005	4.186	72.658	1.005	4.186	72.658	1.165	4.856	72.658
Extraction Method: Principal Component Analysis.									

Spiritual Intelligence Skills- Total Variance

The rotated sum of the square value must be known by the total variance analysis. If the factor should be larger than one, the rotated eight factors are found using the total Eigenvalues. The overall proportion of variance by each of the eight elements that remain clarifies the total cumulative volatility. provides the specific variations of the 24 criteria that surfaced as the most important. The Eigenvalue of a matrix is greater than one for eight factors. The rotated sum of squared loading should be greater than 72 percent. The eighteen variables were reduced into six predominant factors with the individual variance of 16.827, 32.395, 41.237, 49.802, 56.272, 62.476, 67.802, and 72.658. Additionally, it is discovered that the twenty-four variables' total variance is 72.658 percent, which is higher than the benchmark figure of 72%.

TABLE 6: ROTATED COMPONENT MATRIX

Rotated Component Matrix[a]								
	Component							
	1	2	3	4	5	6	7	8
Progress theories about life death, reality, and the universe	.904							
Think about interpersonal relationship	.885							
Know the denotation of life events	.846							
Can find life's meaning and purpose	.719							
Nature of Reality	.464							
Recognize deeper self-other than the physical body		.890						
There is other than physical and material		.869						
Aware of deeper interpersonal connection		.809						
Make decisions according to the purpose in life		.768						
Find meaning in everyday experiences		.612						
Aware of non-material aspects			.788					
Can move between the levels of awareness			.611					
Know the reason why we live			.529					
Qualities in individuals are more imperative than anything else				.806				
Know what happens after death				.677				

There is God or a divine being				.661				
A deeper self feels centered					.433			
Can see issues in higher awareness					.849			
Can develop techniques for entering states of awareness						.411		
I am a deeper (non-physical) self						.212		
Think about the reason for my existence							.395	
Learn from experience							.281	
Can control the states of awareness								.204
Can enter sophisticated states of awareness								.851
Extraction Method: Principal Component Analysis.								
Rotation Method: Varimax with Kaiser Normalization.								
a. Rotation converged in 16 iterations.								

Eight factors that were retrieved via component analysis are displayed as factor loadings in the Table Rotated Component Matrix. The first factor consists of six sub-factors; Develop theories about life death, reality, and the universe, think about interpersonal relationships, Know the denotation of life events, find life's meaning and purpose, and the Nature of Reality. The first factor is named "Reality". The second factor includes five sub factors; Recognizing a deeper self-other than the physical body, there is other than physical and material, Awareness of deeper interpersonal connection, Making decisions according to the purpose in life, and finding meaning in everyday experiences. Hence, it is named "Awareness every day". The third factor encompasses another three factors Awareness of non-material aspects, moving between the levels of awareness, and knowing the reason why we live. Hence the factor is named "Levels of awareness". The four holds another three factors Qualities in individuals are more imperative than anything else, Know what happens after death, whether There is God or a divine being. Hence the factor is named "Qualities". The fifth factor encompasses another two factors A deeper self feels centered and can see issues in higher awareness. Hence the factor is named "self-compassion". The sixth factor encompasses another two factors I am a deeper (non-physical) self and can develop techniques for entering states of awareness. Hence the factor is named "influence outcomes. The seventh factor encompasses another two factors Think about the reason for my existence and learn from experience. Hence the factor is named "reason". Finally, the eighth factor covers another two factors Finding a trusted vendor, Controlling the states of awareness, can enter sophisticated states of awareness. Hence the factor is called **"States of Consciousness"**.

RECOMMENDATIONS AND CONCLUSION

A company's most valuable resource is its workforce. Employee competency has a dynamic role within the context of the various issues that businesses encounter. Employees must be open to spirituality and emotional intelligence in order to preserve and advance their competencies. In addition to motivating the staff by creating a welcoming and conducive work environment for employee engagement, this proactive approach can be produced by giving them sufficient information about spirituality and emotional intelligence. Therefore, they must consistently work to increase employee engagement since it can encourage behavioral changes that result in better performance. Therefore, spirituality and emotional intelligence are essential for the engaged employee's skill and knowledge development. Future research

may take into account a number of recommendations. More literature from various fields is still needed in this area of study, and governments and policymakers might benefit from studies on work-from-home settings and IT technologies.

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