

EMOTIONAL INTELLIGENCE AND STRESS MANAGEMENT

Dr. Shivani Garg*

ABSTRACT

Modern world is agonized by social, profitable, and environmental problems that are the result of human rapacity and a lack of love and compassion. He contends that these large- scale problems have touched off in humankind a renewed hunt for harmony and peace, a hunt that's basically a spiritual trip. Work life rung and touches into the very soul and spirit of all workers at work. Those at work are constantly seeking ways to ameliorate themselves and a sense of contribution to their work life. Due to globalization, workplaces have a diversity of workers. As with diversity, collaboration, co-management have come decreasingly important issues for management to handle. Responding to these challenges will bear an organizational metamorphosis that will contemporaneously ameliorate organizational effectiveness while addressing the need for an expanded view of hand well- being. One management arena that can profit greatly from incorporating a spiritual perspective is stress management, which aims to help workers meet new and living performance targets fleetly and effectively. When under severe stress, an individual fails to take clear cut opinions, rethink and reassess the precedence's and cultures and eventually, tend to fall into unproductive distractions. Although it's veritably delicate to measure the bottomless, but by recognising the spiritual side of the hand, organisations can have competitive edge over the others, because these workers, who have spiritual exposures in their life, will always exceed in every area of their concern, be it their connections, their work or their affair. Organizational change involves changing the behaviour of the people in the association, because the existent is the unit of the association. In this study, the conception of spiritual intelligence provides a important frame for addressing this need. Spiritual intelligence gates into the abecedarian requirements of both leader and follower for reducing their position of stress and attain spiritual health.

Keywords: *Intelligence, Assessment, Employees, Conflict, Transformation, Organisation.*

Introduction

The spiritual paradigm basically recognizes that people work not only with their hands, but also their hearts or spirit. It's when people work with a married spirit they can find a kind of meaning and purpose, a kind of fulfillment which means the workplace can be a place where people can express their whole or entire characters. Therefore, enabling the expression of human experience at its deepest, most spiritual position may not only reduce stress, conflict, and absenteeism, but also enhance work performance, hand well- being, and quality of life. Spiritual health can be set up in exploration on predictors of quality of life. The studies suggest there's a positive relation between leadership style and spiritual intelligence. The preface of the generalities similar as ethics, verity, faith, honesty, heart, trust,

* Assistant Professor, Department of Management, Aditya College, Gwalior, Madhya Pradesh, India.

liberality, affection, verity dogging, solidarity with co-workers, etc. in the realm of exploration in management and associations demonstrates the presence of a new paradigm called 'spiritual at work'. Liabilities of directors in associations bear that their performance in the office is effective and effective. Effectiveness is important and effectiveness is critical for life support systems. Recognition of spiritual as the abecedarian aspect of the human personality suggests that there may be another approach to managing stress, therefore ameliorate performance. Traditional approaches aim at managing change from the outside in, knowledge of the spiritual foundation of life suggests that change can be handled from the "outside out". It suggests that individualities who witness the spiritual foundation of life can grow and develop in ways harmonious with organizational pretensions.

Intelligence and Spritual Intelligence

One of the grueling issues in the history of psychology, from the history to now, has been the conception of intelligence. Some believe that the intelligence has no true substance and only one label for it's what Intelligence Quotient tests measure. Intelligence, including spiritual intelligence represents a set of different chops and capacities that appear in different forms in the social and literal surrounds. There are so numerous aspects of human internal life and intelligence that no computer erected and imaged to replicate. These are the capacities that are then called "spiritual intelligence" the meaning-giving, contextualizing and transformative intelligence. Computers always work within programs, within boundaries, within finite model games. But humans can play horizon less games- indeed play with the game boundaries with our creative, perceptive and intuitive thinking." We learn language with our periodical and associative thinking systems, but we construct language with some third thinking system. We understand common or given situations and behaviour patterns and rules with our first two types of thinking, but we produce new ones with this third kind". Body and mind are thick. The health of the two is interlocked. Balance between the two isn't only a sufficient, but also a necessary condition for healthy and meaningful life. Also, in the recent decade, stress has been considered as one of the most important organizational behaviour. The main cause of internal diseases and tedium coming from the prostration, which is veritably common in associations' labor force, can be set up in the behaviour and personality of directors. Stress at work is a growing concern these days. Organizations are getting more complicated day by day and conforming to the coming changes gets more delicate every day. Work stress contributes significantly to commercial health costs. Multitudinous pots have enforced worksite stress management interventions to alleviate the fiscal and particular impact of stress on their workers. Spiritual intelligence can be helpful for the individualities that are in hunt for the meaning of their life in numerous stressful situations. In recent decades, numerous exploration studies have been conducted to identify the effective factors in successful and effective associations and not leaving the association by workers. Paying attention to the capabilities of leaders who manage today's complicated associations and using creative human forces are of the most important means of successful associations. The directors who have the capability to understand and control their feelings feel high commitment toward the association and induce self confidence in inferiors, and latterly they're admired and accepted by workers. For the reason, considering the over, to empirically examine the spiritual intelligence of directors in the association and its effectiveness in the performance of directors, and organizational performance is remarkable. Thus this exploration is accepted to assay the part of spiritual intelligence in perfecting the performance of directors by reducing the stress.

Functions of Spritual Intelligence

Spiritual intelligence as being concerned with the inner life of mind and spirit and its relationship to being in the world. According to him, Spiritual intelligence inferred a capacity for a deep understanding of empirical questions and sapience into multiple situations of knowledge. Spiritual intelligence also implies mindfulness of spirit as the ground of being or as the creative life force of evolution. However, vegetable, beast, If the elaboration of life from Stardust to mineral. Spiritual intelligence emerges as knowledge evolves into an ever heightening mindfulness of matter, life, body, mind, soul, and spirit. Spiritual intelligence, also, is further than individual internal capability. It appears to connect the particular to the transpersonal and the self to spirit. Spiritual intelligence goes beyond conventional cerebral development. In addition to self- mindfulness, it implies mindfulness of our relationship to the transcendent, to each other, to the earth and all beings. Spiritual intelligence opens the heart, illuminates the mind, and inspires the soul, correcting the individual human psyche to the beginning ground of being. Spiritual intelligence can be developed with practice and can help a person distinguish reality from vision. It may be expressed in and culture as love, wisdom, and service." spiritual intelligence is necessary for a number of factors. Spiritual intelligence assists in chancing the deepest and most inner resource from an

individual from which the capacity to watch, the power to tolerate and acclimatize is attained. It also aids in the development of a clear and stable sense of identity among individualities especially in the environment of workplace connections. With this in mind, work would be more meaningful for the workers. Spiritual intelligence helps in relating and aligning particular values of the hand with a clear sense of purpose. Workers would be suitable to demonstrate a high position of integrity. workers would also be suitable to understand and impact the " true cause".

Role of Spritual Intelligence in the Commercial World

Although this conception of Spiritual Intelligence was ever present in the world, but academically we've awakened veritably lately. In Ancient times this word the spiritual intelligence was mentioned in Srimad Bhagvad Gita for the first time, but we forgot its value and ignored its substance, and started running in the eyeless marathon. Now when we've achieved nearly recession in the development of maturity of organisations, in malignancy of doing lot of hard work, also again we're trying to find out commodity within us which can enlighten us and this answer comes from the ultimate intelligence a human being can retain i.e., spiritual intelligence. Spiritual Intelligence is the academic link which provides answers to all the questions challenges raised by similar abrupt changes. Spiritual takes us beyond our current way of thinking, feeling and acting. Spiritual intelligence helps to grow the position of self and stopgap to offer guidance to those who seeking to find meaningful, fulfilled and happy lives. Therefore, spiritual and psychology partake a concern with the quality of human life. Regarding intelligence specifically, he proposed that there were numerous different types or angles of intelligence, each varying greatly in degree from individual to existent. In the early part of the ensuing century, phrenologist Franz Joseph Gall developed craniology, a system for determining personality and internal capability grounded on external features of the cranium. While this system was latterly supposed invalid, it raised important questions regarding the dimension of intelligence. Unlike machines, human beings are conscious. We're apprehensive of our experience, and apprehensive that we're apprehensive. We respond to this experience with pain or horselaugh, with a sense of anguish or a sense of humour. We laugh at jokes and feel toothache. Though we've been 'programmed' through the rules that we learn, and have formed deep habits through our lifelong associations, we retain freewill. However, we can change those rules and break those habits, If we're willing to invest the commitment and the energy. Computers always work within programs, within boundaries. They play what we've called a finite game. But human beings can be horizon less players. We can move the goalposts- we can play with boundaries. We can do all this because we've a kind of allowing that's creative, perceptive and intuitive. We learn language with our periodical and associative thinking systems, but we construct language with some third thinking system. We understand common or given situations and behaviour patterns and rules with our first two kinds of thinking, but we produce new ones with this third kind.

Management of Spritual Intelligence on Work Place

Spiritual and work integration leads to veritably positive changes in their connections and their effectiveness. Further, there's substantiation that workplace spiritual programs not only lead to salutary particular issues similar as joy, peace, serenity, commitment, job satisfaction but that they also deliver bettered productivity and reduced absenteeism and development. Workers being spiritual who work for organisations are less fearful, more ethical and more married. And, there's mounting substantiation that a more humane workplace isn't only more productive, but also more flexible and creative. Most important managements of spiritual intelligence in the workplace are

- Creating peace of mind self- mindfulness is the crucial faculty; unfortunately, utmost of our peace of mind depends on the physical conditions of life, including money, property, etc. They can make us feel insecure. And therefore creates a feeling of fear and stress. So that performance and our connections at work and in the work terrain will be affected.
- Creating collective understanding and agreement the capability to fete understand and respond to the passions of others, which is located in the area of emotional intelligence. Still, there's another sub caste below, the sentiment that the root cause of this recognition, the spiritual intelligence is.
- Management of change and exclude walls, for utmost people, change is painful. You cannot imagine when people speak about the challenges of the unborn probable and questionable, must be fully relaxed and laugh. When people deeply understand their internal crimes, it'll not be repeated, and the fear and confusion in the face of change will drop in the deepest position of spiritual intelligence.

Spiritual Intelligence and Stress Management

There has been a great deal of interest in the relationship among religion, spiritual, psychology, and health in recent times with multitudinous books, journal papers, conferences, and shops being offered for professional psychologists as well as for other health care professionals. Likewise, utmost of the popular news weeklies have published cover stories on the subject of spiritual and health as well. Clearly, current interest in spiritual and religion is hot among not only the general public but also among health care professionals. It appears that professional psychology has rediscovered spiritual and religion with renewed interest in integrating this aspect of life into psychotherapy and other professional cerebral services. Spiritual intelligence (SQ) is including the conduction of internal spiritual, conserving the thinking balance, internal and external relaxation and a performance with sapience and kindness; it of course is the capability of carrying the power of reaching to our dreams and wishes. Spiritual has historically been seen as an inner source of strength especially when dealing with query and chaos in one's particular life. That it should also help in upgrading workplace stress and be important in one's working life should also be no surprise. Still, associations remain reticent to incorporate the idea of spiritual into support services similar as workplace heartiness enterprise and Hand backing Programs. This is despite the supposition that spiritual- in- business suggests that a spiritual base for working enables workers to feel whole and complete and their associations to prosper. The growing of exploration in spiritual in workplace has shown the requirements of it currently; job stress is the most common reason. Also, considering the significance of paying attention to the issue of stress at home and work for individualities and associations as well as the fact that every time associations spend millions of ones to deal with stress at work, it's necessary that we examine the part of job stress in creating organizational problems more nearly.

Conclusion

The result of this study concludes that there's positive relationship between spiritual intelligence and stress management among directors. Organizational management demands complex decision-making. The study reveals that there's relationship between religion and spiritual intelligence. There's a need for short addresses and conversations for getting mindfulness about the Holy Writ of various persuasions among the directorial workers which will enable them to understand the central theme of different persuasions. This will help them to be spiritual by conforming and permitting the people with a different point of view. The study realizes that spiritual intelligence, while furnishing numerous resources for particular growth, didn't parade any relation with educational qualification. Educational background plays a pivotal part in shaping one's worldview, values, and character through both visible and unnoticeable means. It reflect what it's to see itself easily and appreciate that other ways of knowing are valid. Our society needs to establish an education system that facilitates the development of the whole person. It's our responsibility to produce surroundings that nurture spiritual by engaging with them in the process of learning rather of presenting them with a packaged understanding of the world. By espousing a open and compassionate position, organisations produce openings for workers to transfigure. Allowing ahead and getting such a program in place now can help serious health conditions, help hand collapse and lower healthcare costs, saving your company further money in the long run. Knowledge about the supreme power of God who works out everything for their good and on whom they can trust wholeheartedly, helps people to maintain their internal health, which surely contributes to the cerebral well being of the individualities. Discipline should be from inside the mind. Those who have discipline will have good health and be apprehensive of one's self.

References

1. Anita Abdul Rani, Airin Abdul Ghani, and Shamsudin Ahmad (2013). The impact of Spiritual Intelligence in Reducing Job Stress: Case Studies in Malaysia University of Esat Coast of Malaysia, *The Macrotheme Review*, 2(4).
2. Bhalla, S., £ind Nauriyal, D. K. (2004). EI: The Emerging Paradigm. *Personnel Dynamics*, 49,97-106.
3. Chowdhry, K., and Newcomb, T. (1952). The relative abilities of leaders and nonleaders to estimate opinions of their own groups. *Journal of abnormal and Social Psychology*, AI, 51-61.
4. Das, G.S. (1982). Organisational determinants of anxiety based managerial stress. *Vikalpa*, 7(3), 217-222.

5. Gupta, G. (2012). Spiritual Intelligence and Emotional Intelligence in relation to Self-efficacy and Self regulation among college students. *International Journal of Social Sciences and Interdisciplinary Research*, 1(2), 60-69.
6. Jain, A. K., and Cooper, C. L. (2012). Stress and organisational citizenship behaviours in Indian business process outsourcing organisations. *IIMB Management Review*, 24, 155-163.
7. Kaur, G., and Singh, A. (2013). Relationship Among Emotional Intelligence, Social Intelligence, Spiritual Intelligence And Life Satisfaction Of Teacher Trainees. *International Journal of Teacher Educational Research (IJTER)*, 2(7), 1-9.
8. Malhotra, N. K., Agarwal, J., & Peterson, M. (1996). Methodological issues in crossculture marketing research: A state-of-the-art review. *International Marketing Review*, 73(5), 7-43.
9. Nayyar, M. R. (1994). Some correlates of work performance perceived by first line supervisor: A Study. *Management and Labour Studies*, 19 (1), 50-54.
10. Pareek, U. (1994). *Beyond Management: Essays on Institution Building and Related Topics* (7th Edition). New Delhi: Oxford and IBH.
11. Rajeshwari, T. R. (1992). Employee Stress: A Study with Reference to Bank Employees. *Indian Journal of Industrial Relations*, 27(4), 419-429.
12. Sharma, I. (2013). Emotional and Spiritual Intelligence as Predictors of Eco Friendly Behavior of Undergraduate. *American Journal of Engineering Research (AJER)*, 2(10), 48-51.
13. Yogi, M. M. (1969). *On the Bhagavad Gita: A new translation and commentary*. Harmondsworth, England: Penguin.

