

Ingenious intellect

Prof Shalini Upadhyay, spiritual intelligence researcher, on this area emerging as a specialised academic discipline

Kanchan.Gogate
@timesgrup.com

With the theory of multiple intelligence gaining ground, spiritual intelligence has emerged as a specialised academic discipline and an area of research. Shalini Upadhyay, assistant professor, Department of Humanities and Social Sciences, BITS-PILANI, Goa, elaborates.



task and context based, where task based refers to the activities that contribute to the organizational technical core, while context based include behaviours, such as helping co-workers, being a reliable member of the organization, making suggestions to

improve the procedures and so on. The whole concept of Organisational Citizenship Behaviour (OCB) draws largely from this model. With this study as the backdrop, if attempt is made to consolidate performance with SQ, it will bring new synergy in the workplace and would lead to build a more cohesive environment. The overall outcome of such an environment would definitely be an increased productivity. It's high time that corporate sector should take a leap from the conventional employee performance appraisals to more holistic assessment of performance with the help of SQ. It's time that the companies should break the existing inertia and create new symbiosis.

ACADEMIC STREAM

With limitations of Intelligence Quotient (IQ) and Emotional Intelligence (EQ), psychologists turned their attention to the concept of Spiritual Intelligence/Quotient (SI/SQ) which could transform, integrate, and connect with the inner life of mind and spirit. A few attempts have been made to introduce the concept of SQ in the academics. Some B Schools in India and abroad have introduced. Research in this area has massive potential. If rightly captured, SQ can give new ways to harmonise meaning and value in all spheres of life. It's an interdisciplinary field comprising sectors like psychology, management and humanities along with consciousness studies.

DIMENSIONS

Performance itself is a multidimensional concept. Performance of a person is not limited to the tasks that he/she performs. It also pertains to the contributions that an individual makes to support social, organizational, psychological environment in which these tasks are performed. In 1993, Borman and Motowidlo dissected performance as

CAREER FOCUS

The scope of this research is immense - cross functional, cross discipline and multidimensional. I was a project director for an ICSSR (MHRD) funded project attempted to analyse the impact of SQ on Research Performance of University teachers. A few projects that I am working on are its impact on IT professionals and the role of SQ in strategic decision making. Still there are so many uncharted and unexplored areas where SQ may give new insight and create right perspectives.