

SPIRITUAL INTELLIGENCE AND ECONOMY: A THEORETICAL ASSESSMENT

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ABSTRACT

The purpose of this study is to investigate the function of spiritual intelligence in the process of developing mutual trust and pleasant interactions among economic factors. The ability to search for one's life's meaning and purpose, connect with oneself and others on a deeper level, and transcend the material elements of existence are all characteristics that are associated with spiritual intelligence. Spiritual intelligence may have a large effect on economic systems by fostering ethical decision-making, genuine leadership, emotional resilience, altruistic conduct, conflict resolution, and a long-term perspective. This influence may not be immediately evident, but it can have a big impact nevertheless. These characteristics lead to a more sustainable and balanced approach to promoting social justice and environmental stewardship while simultaneously promoting economic development. It is possible for civilizations to build a foundation of trust and nurture harmonious relationships among stakeholders if they integrate spiritual knowledge into their economic activities.

Keywords: *spiritual intelligence, economy, mutual trust, cordial relationships, employees*

1. INTRODUCTION

1.1 OVERVIEW

Spirituality is the most vital phenomenon for finding out connotation of life in context of human existence. Most of the industrialized world is now through a post-materialistic phase, which is characterized not only by a shift in people's fundamental requirements but also by a shift in the requirements they have in the job. Higher-order requirements have surfaced as a direct result of the widespread transition that has taken place in the labor market from routine to more creative roles, the primary components of which are the capacities and capabilities of the human mind. Leadership must not be focused on revenues in order to fulfill these demands; rather, it must be based on principles. Not only does this kind of leader have a high level of cognitive intelligence, but they also have a high level of emotional and spiritual intelligence as well. The concepts of cognitive and emotional intelligence are very well understood, however the theory behind spiritual intelligence is still in its formative phases. In one of the early definitions, Zohar, and Marshal (2000) described spiritual intelligence as the means by which we build our yearning and capacity for meaning, vision, and worth. This description is one of the most accurate. It enables us to pursue our goals and dream big dreams. It is the basis for the things that we believe in, as well as the part that our beliefs and values play in the decisions that we make and the manner that we direct the course of our lives.

Understanding each of the many subcategories of intelligence is necessary if we are to assemble a comprehensive picture of human intellect. Gardner (1999) listed nine distinct forms of intelligence in his theory of multiple intelligences. These forms of intelligence were natural, musical, logical, existential, interpersonal, physical, linguistic, emotional, and spatial intelligence. The notion of existential intelligence, which is concerned with the "ultimate issues" of existence, is included into the paradigm of many intelligences in the form of spiritual intelligence as a concept of existential intelligence. Following this line of reasoning, Halama and Strzenec (2004) concluded that existential and spiritual intelligences are "related and overlapping constructs with some common as well as unrelated aspects." Working without a sense of direction and meaning leaves employees dissatisfied and makes it difficult for organizations to carve out a niche for themselves in the marketplace and have a positive impact on the communities they serve. The findings of a research that was done by Yahyazadeh-Jeloudar and Lotli-Goodarzi (2012) on teachers who were enrolled in master's degree (MA) and bachelor's degree (BA) programs revealed that there is a substantial connection between contentment in one's profession and spiritual intelligence.

When it comes to the success of a business, both leaders and workers play equally vital roles in the group dynamic. There have been several studies that have investigated the connection between spiritual intelligence and the level of satisfaction one derives from their work as an employee; however, due to the paucity of research conducted on leaders, the primary objective of the present study is to investigate the connection between spiritual intelligence and the level of satisfaction one derives from their role as a leader. The conceptual framework that is offered in this study will assist make a minor addition to the existing body of research about this phenomenon, particularly on the empirical fronts.

The ability to search for one's life's meaning and purpose, connect with oneself and others on a deeper level, and transcend the material elements of existence are all characteristics that are associated with spiritual intelligence. Spiritual intelligence may in fact have a considerable influence in areas such as the economy, mutual trust, and cordial relationships, even though its involvement in these areas may not be immediately obvious. The following is a list of some of the ways that spiritual intelligence may impact and contribute to the economy, as well as mutual trust and pleasant relations:

1. **Ethical Decision-Making:** A more developed sense of ethics, morals, and values may be developed via the cultivation of spiritual intelligence. People who have a high spiritual intelligence are more inclined to base their choices on values such as compassion, honesty, and justice. These individuals have a higher spiritual intelligence. When it comes to the economy, this may result in responsible corporate practices, an equitable allocation of resources, and the development of sustainable methods.
2. **Authentic Leadership:** Individuals who have developed spiritual intelligence have increased levels of self-awareness, empathy, and honesty. Leaders that have a strong spiritual intelligence are more likely to lead with integrity, instill trust in their followers, and cultivate a constructive atmosphere in the workplace. These kinds of leaders can cultivate an environment that values transparency, cooperation, and mutual regard; this, in turn, leads to improved levels of teamwork and output.
3. **Emotional Resilience:** Meditation, mindfulness, and self-reflection are all disciplines that are commonly involved in the development of spiritual intelligence. These

activities may also help build emotional resilience. Individuals who have a higher spiritual intelligence have a greater capacity to deal with stress, adapt to change, and have a positive view in the face of economic hardships. This resilience helps to maintain stable economic systems and gives people the capacity to successfully handle uncertainty.

4. **Altruistic Behavior:** A feeling of connectivity and compassion for others are developed via the cultivation of spiritual intelligence. This may be shown via acts of compassion, generosity, and taking responsibility for the community. Stronger communities, more social cohesiveness, and improved connections between the many stakeholders in the economy are the results that occur as a result of people and organizations placing a higher priority on the health and happiness of others.
5. **Conflict Resolution:** Empathy, forgiveness, and the ability to communicate without resorting to violence are all valued aspects of spiritual intelligence. These characteristics are necessary for resolving problems without resorting to violence and maintaining amicable relationships in both personal and professional contexts. Spiritual intelligence has the potential to contribute to the reduction of disputes and the enhancement of collaboration in economic transactions and discussions. This potential may be realized via the promotion of understanding and tolerance.
6. **Long-Term Perspective:** People who practice spirituality are more likely to think about the wider repercussions of their acts, rather than just the immediate benefits. This more holistic viewpoint encourages environmentally friendly behaviors, appropriate financial choices, and a concentration on the health and happiness of future generations. To achieve better harmony between economic development, social fairness, and environmental stewardship, civilizations might include spiritual intelligence into the decision-making process of their economies.

It is crucial to highlight that the significance of spiritual intelligence in the economy, mutual trust, and pleasant connections is not uniformly recognised or stressed in all circumstances. This is something that should be taken into consideration. However, because of its potential advantages in creating ethical conduct, genuine leadership, emotional resilience, altruism, conflict resolution, and long-term thinking, it is an important factor to consider while working toward the goal of building a more balanced and sustainable approach to economic and social systems.

2. LITERATURE REVIEW

Humans have a exclusive intelligence identified as spiritual intelligence that tends to seek meaning and purpose in their lives, ask questions about one's existence, and render resolute conclusions to one's actions. **Hu, Xiao & Li, R.Y.M. & Kumari(2022)[1]** The past decade has seen a meteoric rise in interest in the notion of "green leadership," or GL. As a result, more study has been devoted to this developing idea of leadership, with an emphasis on eco-friendly leadership methods for reaching long-term objectives. The current study examines the relationship between green leadership (GL) and workers' green organizational citizenship behavior (GOCB), with leaders' emotional intelligence (EI) serving as a mediating variable. Managerial and non-managerial workers in the industrial and service sectors made up the data for this study. The correlation between the variables of 422 workers was analyzed using a PLS-

SEM. The data showed a strong and positive correlation between GL and GOCB. The findings also revealed that a leader's EI mediates the effect of green leadership on follower engagement in environmentally responsible actions inside the workplace. Sustainable environmental behavior among staff can only be achieved with the help of green leadership. It has the potential to increase leaders' EI, which in turn helps them attract optimism, create workplace harmony, and rally support for environmental measures. Overall, we find that green leadership significantly affects a leader's EI, which in turn predicts the green OCB of their staff, expanding and improving upon prior research.

Jena, Lalatendu (2021)[2] The productivity of workers is now the top priority for most companies. In light of the fact that many businesses place more emphasis on material success than on their workers' emotional and spiritual well-being, this article seeks to contribute to the larger goal of a "ideal workplace" by investigating the impact of spirituality in the workplace on productivity. Organizational citizenship behavior and the emotional intelligence of employees are also highlighted as moderators in this article. The research method was descriptive and analytical cross-sectional. The data was gathered in two separate phases. Using SPSS 20.0 and AMOS 20.0, we conducted analyses of correlation, regression, mediation, and moderation on a total of 761 answers (416 offline and 345 online). According to the results, spirituality at work does increase productivity. Workplace spirituality is correlated with high performance and good organizational citizenship behavior. Analysis of the mediating role of organizational citizenship behavior revealed a substantial strengthening of the connection between spirituality in the workplace and job performance. Analysis of mediators found that emotional intelligence among workers was substantially associated with increased productivity. The notion of spirituality in the workplace is strengthened as a potential subject in the domains of human resource management and organizational psychology by this study, which provides profound and crucial insights for curating future research and managerial practices. This research takes a novel technique, and its results are the first of their kind to focus on Indian service and manufacturing experts.

Mathew, Jain & Shetty(2020)[3] Researchers consider the future of labor as the globe goes through a period of unpredictability. There is a lot of pressure associated with change, even while difficult times show how vital spiritual intelligence and dedication to the organization are. Before the epidemic, many people in the workforce had already begun transitioning to the more flexible and unpredictable 'gig' economy. The alternative was appealing since it offered freedom of choice and some measure of control over outcomes. However, businesses still have to figure out how to motivate workers who have no personal ties to the company. The present research investigates the factors that motivate workers in the outsourcing sector to remain loyal to their companies. These workers are similar to "gig" workers in that they do not permanently join the company they are employed by. They must also strike a balance between the needs of the home organization and those of the host. According to the results, a person's degree of spiritual intelligence and their perception of the amount of stress they'll be under on the job are two important factors in deciding how dedicated they'll be. These results have important implications for businesses that outsource workers and, in particular, for those who are striving to provide alternatives for these workers via internal job creation.

Aydin, Davut (2018)[4] The goal of this research is to provide light on how students in the Education Faculty's spiritual intelligence traits compare to their ability to self-regulate.

Students' spiritual intelligence, self-regulation abilities, and demographics (gender, location, and educational attainment) were also analyzed. This investigation is a quantitative study using the relational screening technique. 606 teacher candidates (352 female and 254 male) were randomly chosen from the student body of Ahi Evran University's Education Faculty during the 2017-2018 academic year to participate in the research. The data was analyzed using the independent t-test, one-way analysis of variance, and the Pearson product-moment correlation coefficient. The findings suggest that there is no variation in the association between students' spiritual intelligence traits and their ability to self-regulate based on their gender or where they live. Another finding from the study indicates that students' spiritual intelligence traits and self-regulation abilities are not correlated with their academic performance.

Mahmood, Arshad & Arshad(2018)[5] The purpose of this investigation is to integrate the extensive body of literature on spiritual intelligence (SI) studies within the larger field of HRD studies. The authors performed a thematic evaluation of the literature on SI and HRD based on a search of numerous internet databases. Using text analysis, we can pull out common threads that relate to both SI and HRD. Content analysis of the analyzed literature revealed five overarching themes. Conceptual links between SI and HRD; SI Holistic Mechanism; SI and Leadership development; SI measurement tools; and the influence of SI on sustainability were some of the topics that characterized the presence of SI-related research in the area of HRD. This review's search strategy restricted itself to peer-reviewed publications that have previously published studies on SI. Articles on SI that did not "explicitly discuss the valuable role of human resources" were disregarded for this work. Spirit-based IQ (SI) and human resource development (HRD) are the buzzwords here. This study contributed novel insights and a deeper comprehension of SI and its relevance to HRD and other fields. This data supports the idea that SI is a vital part of progressing a business. Improved productivity may result from these kind of investments in people.

3. SPIRITUAL INTELLIGENCE

It is essential to be aware of how we take in information from our surroundings, how we comprehend the context and significance of occurrences, and that we can imagine new actions and opening new doors of opportunity. "Intelligence is the single most reliable factor in predicting not only our cognitive accomplishments but also how well we will do in school and in our studies." Gardner (1999) was the first person to present the concept of many intelligences, which postulates that intelligence is more than a single quality that may be possessed by the human mind. Instead of incorporating the idea of spiritual intelligence into his theory, he decided to focus on the viability of the notion of existential intelligence instead. In his presentation of the evidence that spirituality satisfies the requirements for intelligence, Emmons (2000) went one step farther than previous researchers. He identified five components of spiritual intelligence: the capacity for transcendence; the ability to enter heightened spiritual states of consciousness; the capacity to invest everyday activities, events, and relationships with a sense of the sacred; the capacity to utilize spiritual resources to solve problems in living; and the capacity to engage in virtuous behavior (the capacity to forgive; the capacity to express gratitude; the capacity to be humble; and the capacity to display compassion). If we have a high degree of spiritual intelligence, we can make use of our spirituality to give our life purpose and significance, as well as general richness. This assists us in achieving personal

integrity, figuring out the purpose of our life, and remaining on the appropriate road. We are interconnected beings and persons on all levels, including cognitively, emotionally, and spiritually because of our spiritual intelligence. In a perfect world, these three fundamental forms of human intelligence (cognitive, emotional, and spiritual) would collaborate and assist one another in their respective spheres of operation. However, each intelligence type is capable of functioning autonomously in specific contexts. Emotional intelligence gives us the ability to analyze the circumstances we find ourselves in and choose the best course of action for dealing with them. On the other hand, having spiritual intelligence enables us to question ourselves whether we want to remain in this circumstance, or whether or not we would like to alter this scenario and create another one that is more suited. This entails reevaluating and relocating our constraints, which puts us in a position to act as our own director. By illuminating for us what matters most, spiritual intelligence serves as the connecting thread that holds all of our other intelligences together.

3.1 Spiritually intelligent leaders

It is more accurate to say that spiritually intelligent leaders reflect a change in the paradigm of leadership than to say that they simply represent a new sort of ideal leadership. Employees and managers alike will need to adjust their goals and measures of success as a result of this transformation. There is never a limit to the amount of heart and soul that can be put into the job that we do, no matter what it is. The new model of spiritual leadership places an emphasis on having a vision, empowering others, taking creative risks, maintaining harmony, trusting others, being honest, and showing compassion. The concepts of spiritual leadership, moral conduct, genuine leadership, and ethical behavior are all phrases that are used in conjunction with this new paradigm. It is necessary for those in leadership roles to have a strong sense of responsibility and to be respected by those they lead, including their workers. Empathy must be considered at every stage of the decision-making process. The likelihood that a leader will inspire their team members increases when the leader demonstrates grace and values such as joy, beauty, optimism, and confidence. Both Kouzes and Posner emphasized the significance of self-orientation, which means being cautious, having values that are clear and defining, being honest, and conducting one's life in accordance with these principles. They also emphasized the need of establishing standards for workers. These are some of the most important characteristics of spiritually intelligent leadership, and they are traits that every effective leader needs to cultivate and learn to stress in their teams.

3.2 Spiritually intelligent employees

Employees have the same level of significance to the overall structure of a company as do the spiritually knowledgeable leaders who run it, therefore neither one is more vital than the other. Profitability and spiritual intelligence are not incompatible goals; in fact, incorporating ethics and spiritual values into the workplace can result in increased productivity and profitability, as well as happier employees, more honest relationships with customers, and can help the organization build its reputation. Staff members who are spiritually savvy tend to be happier, more thoroughly connected, and harmonious, and more consistent with who they are as individuals. George (2006) emphasized that there is no one-size-fits-all prescription for how to look for and identify spiritual intelligence. This is true even though people who are spiritually intelligent are of considerable value to a business. Everyone is responsible for locating it on their own, and only the individual understands how to get it. There is also the overarching issue

of how to discover an external force and vitality and then provide that power and vitality with meaning and importance for all events that occur in the outside world. During tough times, when values are not the priority for their leaders and workers are regarded solely as instruments for generating profits, such problems are much more prevalent for employees. These leaders perceive employees only as tools for earning profits.

4. RELATIONSHIP AMONG SPIRITUAL QUOTIENT, FEELING OF ONENESS, AND JOB SATISFACTION OF EMPLOYEES

Employees spend a significant portion of their lives working in environments where they are expected to interact with others that come from a variety of cultural, economic, educational, and religious backgrounds. This is an undeniable fact that cannot be disputed. Their location of employment is comparable to a second home for them. It is essential for there to be an atmosphere at places of employment that encourages collaboration, acceptance, caring, and concern for one another; this will result in improved interpersonal interactions and increased productivity. Fry (2003) is of the belief that the major duty of a leader is to establish a culture that is built on altruistic love encompassing true care, concern, and respect for both yourself and others. If this is not done, organizations run the risk of losing their brilliant and creative personnel to other organizations. The cultivation of a spiritual practice may be of great assistance in preserving an atmosphere of harmony in the workplace. It is the capacity of a person that permits them to comprehend that there is connection across the whole of the cosmos. It demonstrates that there is only one breath, that all things are fashioned of the same clay, and that the light that is inside all things is identical (SGGS). According to the Bible, the Bhagavad Gita, and the Sri Guru Granth Sahib (SGGS), one creator is the owner of everything. As a result, it is essential to demonstrate love, humility, compassion, and empathy for one's fellow humans. It is the capacity to move beyond the body and mind (what some people refer to as a "spiritual experience") in order to encounter the universal life energy that is active inside each of us. When we are physically alive and breathing, we are inhabited by a life force known as the spirit. The spiritual experience contributes to the growth and flourishing of human hearts, spirits, and souls, allowing them to better represent humanistic and spiritual ideals. According to Vaillant (2008), who agrees with this viewpoint, spirituality is not about concepts, holy books, or theology; rather, it is all about feelings and having meaningful relationships with other people. It has a strong connection to the eight uplifting feelings of wonder, love, trust, compassion, appreciation, forgiveness, joy, and hope, all of which assist us in breaking free of the "I" and "mine" ego cages. Transformation is at the heart of spirituality. According to Vaughan (2002), spiritual intelligence enables one to have an open heart, an illuminated intellect, an inspired soul, and links the individual human psyche to the fundamental substrate of existence. He is of the idea that SI is the path that leads to spiritual development, which is shown in one's actions in the world as wise and loving behavior. Wigglesworth (2004) is in total agreement with Vaughan (2002) and maintains that the capacity to respond with knowledge and compassion while retaining inner and outward calm regardless of the circumstances is spiritual intelligence (SI). She claims that developing one's social intelligence leads to the development of twenty-one abilities that connect to one's own self-consciousness as well as one's knowledge of the world around them.

5. ROLES OF EMOTIONAL INTELLIGENCE AND SPIRITUAL INTELLIGENCE AT THE WORKPLACE

According to Biberman and Whitty (1997), the character of work is always evolving. This is seen when looking at the kind of work that people used to do when they were employed. The conventional idea of having one job for one's whole working life has also evolved. The workers of the future have a responsibility to show to their companies that they can add value to the company. Not only in Japan, but also in the United States of America, organizations have begun to demonstrate an interest in matters pertaining to spiritual values. Many people tend to disregard and pay little attention to the soul of an organization and the spirit of its employees. Every employee in their place of employment has their own soul and spirit affected by the job life they lead. People who are employed are always looking for new methods to better themselves and to feel like they are contributing to their work life. Unity in the workplace produces a more powerful company, one that is more equipped to deal with the unpredictability of today's fast-paced business climate. This kind of spirit needs not only spiritual knowledge but also emotional intelligence in order to function properly. reports that psychologists, educators, leadership theorists, and corporate executives are becoming more interested in the concept of emotional intelligence. As a result of globalization, today's workplaces are home to a diverse population of workers. Along the same lines as diversity, challenges pertaining to collaboration, cooperation, and teamwork have emerged as more vital for management to address. Datuk Seri Najib Tun Abdul Razak, who is now serving as Prime Minister of Malaysia, has revealed a new economic model that is intended to serve as the primary impetus for economic growth. The new economic model will only succeed with the most capable of its people resources. People are what the workplace is made from. When dealing with other individuals, relationships are required. Employees that can interact well with others should be seen as an asset.

6. PSYCHOLOGICAL EFFECTS OF SPIRITUAL INTELLIGENCE AND CREATIVITY ON HAPPINESS

Happiness is a psychological notion that may be defined in a variety of ways and can take on a variety of forms. Some adjectives that are synonymous with happiness are joy, vigor, and cheerfulness. Because humans intuitively desire pleasure, and because happiness promotes consciousness and creativity and enables social connections and activities and helps individuals keep their health and live longer, it is necessary to analyze the nature of happiness, the elements that affect it, and the implications of happiness. The degree or level to which a person considers the overall quality and attractiveness of his or her life to be desirable is one definition of happiness. One of the cognitive-motivational structures that seems to have a vague and puzzling idea and an ambiguous definition is happiness. Most happiness researchers and thinkers agree that there are two mental and emotional aspects that contribute to happiness. Emotional components relate to moods like as laughter and humor, as well as a healthy balance between positive and negative emotions. Cognitive components allude to a person's overall level of life satisfaction. Positive emotions, life satisfaction, and an absence of unpleasant emotions are the three fundamental ingredients necessary for happiness. The emotion component refers to the predominance of happy emotions over negative ones, as well as the emphasis on the emotional dimension of a positive aspect of life, as well as the broad spectrum

of emotional acts, which may include anything from relaxation to the experience of pleasure and contemplation.

The human capacity to survive and protect one's health from a variety of illnesses is directly influenced by one's emotional reactions, which are an essential component of the physiological interactions that take place in the human body. Happiness has favorable consequences on various individuals, such as enhancing feelings of altruism, doing better on the job, and having greater ability to solve problems. It also has a positive impact on the quality of relationships between couples, income, productivity, socializing, and creativity, among other things. The individual enjoys life, is in good health, has a high level of education, is vocal and optimistic, and has connections that are robust, friendly, and stable, as well as religious beliefs. Therefore, it is reasonable to assert that contentment, understood in a constructive sense, is necessary for maintaining one's physical and mental health. Because of this, a lot of study has been done on the factors that contribute to happiness. Should we try to find happiness in things like money, education, and other tangible things, or should we go to our families and communities? Does happiness have its origins in one's upbringing or in their genes? Some thinkers are of the opinion that it is possible to experience happiness that lasts by focusing one's attention on spiritual ideals and objectives, the meaningfulness of one's life, and love for God. Spirituality is the bedrock upon which knowledge is built, and knowledge is what ultimately determines how satisfied one is with their life. One's personal spirituality is a good predictor of greater life pleasure, and it is evaluated as a compatibility mechanism that assists individuals in better controlling the pressures in their lives.

The ability to approach spiritual powers, a source for better understanding, discover the meaning, spiritual existential analysis, and practical behaviors is one of the new concepts of intelligence that has emerged in recent years. This new concept of intelligence includes a type of adaptation and problem-solving behavior that incorporates the highest levels of growth in a variety of cognitive, ethical, and emotional domains. In addition, this type of intelligence is defined as the capacity to learn from one's experiences and apply these learnings in real-world situations. This intelligence helps individuals to reinterpret their experiences, as well as increase their knowledge and awareness of the world around them, by providing them with an overview of the events and experiences that life has to offer. To have spiritual intelligence is to be aware of the myriad of ways one might harmonize one's inner life and soul with one's outside life in order to achieve pleasure (18). The power that influences a person's physical circumstances, emotions, ideas, and communications is generated by their spiritual practice. Those who have had spiritual experiences and who have religious beliefs are better able to deal with the effects of stress and their own spiritual issues. Actually, spirituality has a protective impact, which results in the achievement of physical and mental health, the purpose and meaning of life, hope, and optimism, as well as an improvement in the individual's mental state. People who have a spiritual mindset find it easier to make sense of the challenges of life and have an optimistic and positive outlook on the future. In this circumstance, a person has a spiritual evaluation of the situation in dealing with issues, and attempting to make every occurrence meaningful leads the initial tension of a person to be minimized. In addition, this situation causes a person to have a spiritual assessment of the situation in dealing with problems. A person who has a high level of spiritual intelligence may transform the discomforts, psychological pressures, and unavoidable deprivations that are a natural part of

the life cycle into meaningful experiences by reframing them not as catastrophes but as opportunities for the development of the human spirit.

As a result, the person does not feel let down by the happenings, and he or she is able to either keep their upbeat disposition or swiftly regain it. People who are spiritually intelligent are better able to maintain their own stability, feel less anxious, and relate with others on a deeper level. Spiritual intelligence influences both the physical and mental health of individuals. One of the most significant things in the process of achieving happiness is devoting time to prayer, spiritual communion with God, and leading a spiritual life. People who have a religious worldview have a better chance of experiencing pleasure because they have the conviction that there is a glorious endpoint to their lives. According to Rice (2001), a value-based happiness is the consequence of a meaningful existence, and one of the most significant and effective methods to satisfy the wishes is to approach spirituality, which can meet the desire to honor and respect. This is because spirituality may meet the desire to honor and respect. Happiness increases when one lives their life in accordance with their core values. The only kind of happiness that never ends and never fades away is the one that comes from a spiritual connection. This sensation of satisfaction is desired in spite of the challenges and psychological pressures that are a part of everyday life.

7.Findings of the study

1. Individuals high in spiritual intelligence are more likely to make morally sound choices in the marketplace and are more attuned to the long-term consequences of their actions on the world around them.
2. In business environments, cooperation and collaboration benefit from mutual trust and pleasant connections.
3. Effective communication between economic players is facilitated by trust and favorable connections.
4. The transaction costs in commercial contacts are lowered when there is mutual trust and amicable connections.
5. Relationships that are strong help businesses succeed in the long run.
6. Sharing and supporting economic endeavors is facilitated by spiritual knowledge and trust.
7. A friendly atmosphere is more productive for economic problem-solving and new ideas.
8. Confidence in commercial transactions is boosted when they have somebody they can trust.
9. A prosperous economy benefits from a workforce that is spiritually intelligent, trustworthy, and kind.

8.CONCLUSION

The function that spiritual intelligence plays in the economy extends well beyond the conventional ideas and practices that are associated with economics. It covers a more expansive viewpoint that places a premium on ethical concerns, compassion, and the interconnectedness of all things. It is possible for communities to promote mutual trust and cordial connections via the incorporation of spiritual intelligence into the decision-making

process of the economic system. These characteristics are essential for sustaining economic progress and societal well-being. Spiritual intelligence encourages ethical conduct, responsible leadership, emotional resilience, and acts of altruism, all of which contribute to a healthy and inclusive economic environment. Spiritual intelligence also fosters the development of one's own spiritual intelligence. In addition to this, it promotes the settlement of conflicts via the use of empathy, forgiveness, and dialogue that is not aggressive. Spiritual intelligence guarantees that economic activities be cognizant of social justice, environmental sustainability, and intergenerational well-being since it takes a long-term view and requires that these considerations be considered. In a world that is becoming more linked and interdependent, it is vital to recognize the role that spiritual intelligence plays in the economy in order to build mutual trust, healthy relationships, and a more holistic approach to the growth of the economy.

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