

Chapter 2

Impact of Spiritual Intelligence on Leadership: Leadership and Spiritual Intelligence in Today's HR World

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ABSTRACT

The chapter analyzes the impact of spiritual intelligence on leadership. The research includes both primary and secondary data. The data is collected through two surveys: SISRI 24 for measuring the spiritual intelligence and MLQ for measuring the leadership traits of the respondents. The research population consist of 15 corporate leaders varied from Banking to IT to manufacturing industry. The authors also included some university professors for their research and study. SPSS software was used to do statistical analysis. The data was analyzed using both descriptive and inferential statistics including

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mean, standard deviation, minimum and maximum scores, correlation formula, and multiple regression analysis. The outcomes demonstrate noteworthy positive connections, both simple and multiple, between spiritual intelligence and transformational leadership style in the corporate leaders in different sectors. As spiritual intelligence is an applied aspect of spirituality; it is recommended that spirituality be strengthened in corporate leaders in order to improve their leadership.

INTRODUCTION

Leadership impacts the organisational performance, effectiveness and results. In today's highly competitive environment leadership becomes one of the driving forces which motivates the followers to perform better and ultimately lead to organisational productivity. A leader is called effective when he/ she is able to motivate followers to achieve desired goals. There are a lot of factors which determine the behaviour of a leader. This study focuses on the spiritual factor. Spiritual Intelligence means the capacity to have deep understanding of consciousness and existential questions.

Bass was the founder of the theory of transformational leadership in 1998 that can be viewed as the conscious procedure for influencing people or group of people to create a positive impact on the status quo and the organizational culture altogether. Effective managers are the most important and rarest assets of an association. An organization's ineffectiveness in achieving the goals and objectives can be determined by its weak leadership. The analytical study is focusing on the behaviours which are contributing to the effectiveness of the leadership. Where this chapter is majorly focusing on the spiritual side of a leader, it is also important to look for the traits famous among the corporate leaders. Behaviours like team player, subordinate skills contribute to the commitment of the leaders towards their organization. Bass gave the statement about its leaders who empower their followers, motivates them to take up the initiative for their roles. Organisations are devising creative strategies to attract and hire top talent. It is highly crucial to embrace new ideas, embrace and adapt. Continuing to remain competitive to past and proven theories will adversely impact the building of the leaders in the organisation. In the world where technologies are breeding, it is not simply not sufficient to become a leader who is learning how to navigate a Volatile, Uncertain, Complex and Ambiguous business world. Leveraging the opportunities

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