



## Fundamentals of IQ and SQ is EQ The Basic Phenomenon

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### ABSTRACT

*The study focuses the concept of Emotional Quotient (EQ) to establish it to be fundamental to Intelligence Quotient (IQ) and Spiritual Quotient (SQ). These parameters are accessed concerning betterment in Job performance of every individual in organizations despite kind of works they exhibit. Intelligence is broadly defined as the ability of acquiring abstract thought and accomplishing the task skillfully. IQ test scores are used to predict the performance of an individual and different types of works are prescribed in accordance with their scores from mind to muscle. Spiritual Quotient is also based on concerning the cognitive abilities alike IQ. Though the concept of SQ is criticized as pseudo-scientific, there are theories are generating associating it with work life and management by large. Here the basic phenomenon of both the entity of IQ & SQ which plays the fundamental role is emotions. It is only by the mode of emotion anything can be learnt and hence this paper emphasis the conception on Emotional Intelligence, being the fundamentals for IQ and SQ.*

**Keywords : Intelligence, Intelligence Quotient, Emotional Quotient, Spiritual Quotient.**

### Introduction

Since earlier to twentieth century researchers are evaluating "Intelligence" and proposed numerous definitions and hypothesis. Human being the social animal has acquired knowledge and learnt the ability to accomplish desires, right from the primitive era to modern times. Including the abilities for abstract thought, there are different ways in understanding, communication, questioning, learning, reasoning, planning, emotional intelligence and problem solving. From the beginning of 19th century, IQ is calculated by using psychometric approach, much suitable for practical setting, in a generalized way. American psychology professors Frank Schmidt and John Hunter said that the mental ability will be the vital factor to hire a person for a job, who does not have previous experience in it. Spiritual Quotient is the recent factor that grabbed attention of the professional world. SQ equips us to a prominent status of understanding and solving problems, creating value by directing one's thoughts, actions towards wider and meaningful horizons of goal attainment. SQ enhances ultimate intelligence to wholeness.

### Concept of Emotional Quotient

Guest and Conway (2004) define wellbeing in terms of six constructs including: a manageable workload; personal control over the job; support from colleagues and supervisors; positive relationships at work; a reasonably clear role and a sense of control of involvement in changes in the organization. These parameters of well beings are possible, only by the unique sense of emotional intelligence. There are intra-personal and inter-personal competencies of EI, which predominantly explain the notion of well being, both to oneself and to the social environment. In some

cases, wellbeing is also defined in terms of strain. Strain is defined as psychological, physical or behavioral responses to stressors (Le Fevre et al., 2003). Several stressors influence the wellbeing level in a workplace. The term stressor is used to indicate job or organizational conditions that require adaptive responses from employees (Jex, 1998). If an employee's response to a stressor is either neutral or even positive then it is not considered as a strain (Cooper and Quick, 1999). The negative impact of strain upon an employee's efficiency, effectiveness, satisfaction and performance are well-documented. Amongst other outcomes, strain is manifested in the form of job dissatisfaction, anxiety, depressed mood, headache, coronary heart disease, absenteeism, poor performance and turnover (Jex, 1998; Cooper et al., 2001), which are again the outcome of emotional fatigue. And from this the clear indication is revealed that the roots of negative outcomes are due to emotional influence causing imbalance.

A number of researches are enhanced investigating well being of employees including top performing leaders and leadership traits in relation to EI. Many authors (Gardner, 1999; Goleman et al., 2002; Kouzes and Posner, 1995; Wheatley, 1999) recognize the necessary shift from old-school management to true leadership. They describe traditional management as promoting methodical, detached, micro-managing supervisors who have extreme control over an employees' every step and actively separate any emotion from the workplace, similar to the transactional style of leadership. When these same authors turn to describe successful leadership traits, their descriptions portray leaders who are aware and have an understanding of their own and other's emotions, and are able to use that understanding to effectively motivate, inspire, challenge, and connect with others, an approach aligned with the transformational style of leadership.

In Kouzes and Posner's (1995) qualitative illustration of leader's proudest moments, leader reflections were described in terms of feelings, emotions, and challenges. These authors offer that transformational leadership traits and experiences such as these are more highly correlated with employee satisfaction and performance effectiveness than are transactional traits.

### EQ in Intelligence Quotient

The predictor of job performance is IQ and it is above zero for all, has fluctuations ranging from 0.2 to 0.6 in accordance to the type of job, place, time as explored by different studies. The IQ scores foretell the performance rating in all occupations, which discovers that low IQ scores will be barriers for highly qualified activities alike research studies. Individuals having quicker acquisition of job relevant knowledge will have high IQ scores and hence high job performance, relevant to theoretical skills. The longitudinal studies enhanced by Watkins and others on this focus directs us that there is a link between IQ and work performance, with the statement that IQ exercises a causal influence on future academic performance and achievements, whereas academic achievement does not substantially influence future IQ scores.

The right way of identifying and acquiring the skill is all about "Intelligence4" and there are a number of methods and phenomena are available to train one's IQ and it is also called Cognitive Intelligence3. Cognitive ability means the psychological processes involved in acquisition and understanding of knowledge for better problem solving and any ability can be trained to excel. By this it is authenticated that individuals are tested and trained with focused intention to improve their IQ, concerning the parameters they lack which encompass IQ correlations. Hence, it is proven that by training and learning the IQ is influential. When there is a concept of training & learning, there is the participation of emotional intelligence. As given by Daniel Goleman2, the two broad factors, Intrapersonal and Interpersonal competencies comprises the Emotional Intelligence, which phenomenally play a vital role in the process of training and learning, at both the ends, the trainer as well as the trainee. In the training process of IQ, below is the contribution by EQ, through which IQ is revealed and enhanced.

### Emotional Competencies sustained towards IQ enhancement

Intrapersonal Competencies:

- Self-Awareness: Knowing what is the deficit, which is the factor that one lacks and what should be the focus to learn and sustain, oneself.
- Self-Regulation: The action plan plotted oneself to implement strategies acquiring the planned skills that are in lack.
- Self-Motivation: The process of maintaining the inner environment by motivating and focusing in accordance to the goal and path framed for effective and efficient

attainment.

Interpersonal Competencies:

- Empathy: The ability to sense, understand & the way the reactions are focused to others' emotions while realizing social networks, during the training phase, with the trainer and also with other counterparts.
- Social skills: The ability to inspire, influence and progress relationships with others, which again advocated by both trainer and trainee, in the development process of IQ

### EQ in Spiritual Quotient:

The measure that focuses individuals' Spiritual Intelligence (SI) is Spiritual Quotient (SQ). The authors made significant ventures to explain SQ, including Dr. Muhammed Bozdog, who has exhibited the concept of SQ by his book "SQ: Spiritual Quotient", which phenomenally states that the factor that sets humans apart from machines and animals is SQ, which is about compassion and creativity, self-awareness and self-esteem, flexibility and gratitude. Social, investigative, artistic, realist, contractor and conventional are the six types of personality that is encapsulated by this concept. By large, the theory of SQ enhances wholeness, eternity with ultimate intelligence.

This study emphasis that enhancement of SQ is possible only with emotional means. Only by emotional inspiration & instigation the eternity is identified & attained with unique efforts incurred & sustained oneself. The sense of wholeness & eternity can be understood only with personal emotions, within oneself. The real spiritual outcomes cannot be expressed in words or signs to another individual, to totality which can only be realized within. The understandings of the spiritual phenomena, enabling unique perceptions of basics are advocated by the self within oneself, maintaining to realize wholesome. This study emphasizes that there is no association that religious people have to have high SQ or non-religious people have to have low SQ. While conventional religion is set of beliefs, rules and guidelines imposed from external environment, SI (SQ) is the intelligence that rests internally and if used, provides us that wisdom which is beyond any ego and which recognizes & distinguishes the existing values to empower us with creativity to discovering even new values.

### Conclusion

This study concludes that the primary process of human psychology is emotional quotients which are based on associative neural wiring in the brain, the basic to understand any subject or concept or any phenomena. Then, the secondary process enabled is acquiring intelligent quotients based on serial neural wiring in the brain and finally the tertiary process is on spiritual quotient based on neural system in the brain. This is the synchronous neural oscillations that unify and integrate the data to facilitate across the brain. The process facilitates interactions between emotions and logic. Thus it endows with a meaning giving center, sensing wholeness and eternity, the ultimate intelligence.

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