

## Spiritual Intelligence and Employee Engagement among Police personnel

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**Objective:** The present study attempted to explore the relationship between two emerging concepts spiritual intelligence and employee engagement. Work engagement is often linked to the key success and competitiveness of an organization or profession (Gruman & Saks, 2011). Workers with high work engagement will be more energetic, giving a positive impact on cognitive and absorptive aspects and effective interaction with routine tasks. Spiritual intelligence assists in healing and developing themselves in a more holistic manner (Zohar & Marshall, 2000). It is an essential skill required in police personnel for success in their profession at the same time make them personality fit. It motivates researchers to know the relationships between spiritual intelligence and work engagement. **Method:** There were 60 police officers drawn from the Varanasi district. Integrated Spirituality Intelligence Scale (Amram. Y & Dryer D. C.; 2008) and Utrecht Work Engagement Scale (Schaufeli. W.B. & Bakkar. A.B. 2006) were used to collect the data. **Results:** The findings of the study show a positive significant correlation among components of spiritual intelligence and work engagement. **Conclusion:** Findings of the present study emphasize to give attention to the spirituality of police personnel so that they will cope with the demands of their profession and make them better professional..

**Keywords:** Work engagement, spiritual intelligence, health and police personal

Policing is a very demanding and threatening job. Their work environment involves repeatedly dealing with death, serious injury, crime, corruption, the need to be constantly alert whether on or off duty many more challenging work situations. The nature of policing and its struggle for good but not being recognized valuable part of the community can fill them with negativity. At a fundamental level, these challenges demand to have a strategy that can reduce the negative effect of these challenges, Enhancing the spiritual component in an individual can be one of these strategies. Spiritual intelligence can give them the ability to handle these professional challenges while behaving in, a calm and quiet manner in the inverse situations. This is an important but often unrecognized aspect of policing. A review of the literature shows that occupational stress, the physical and mental health of police officers are well studied by researchers but very few studies are there which explores the importance of spiritual component in understanding the behavior of police personnel. Another aspect is that Spiritual Intelligence is an important element

in the development of a person's soft skills and a complementary part of intelligence to humans (Khorshidi & Ebbadi, 2012), it is an essential skill required in police officers.

Every organization is always putting effort to ensure that their employees are in their precise roles and cognitively, emotionally, and behaviorally invested in their job. In other words, organizations are trying to build an engaged workforce, as the engaged employee's exquisite effort and energy can help the organization achieve excellence and prosperity. Researchers have shown that at the organizational level engagement claimed to increase productivity, profits, and customer satisfaction (Harter, Schmidt and Hayes, 2002; Macey & Schneider, 2008; Gruman & Saks, 2011; Macey et. Al, 2009); while at the personal level it claimed to make employees happier, more satisfied and more fulfilled and employees want to remain in an organization (Harter, Schmidt and Hayes, 2002). An engaged employee feels positive emotion towards their work, considers their workload to be manageable and has hope about the future of their work and finds a sense of