



A Study Of College Teachers: Influence Of Spiritual Intelligence On Job Satisfaction And Work Performance

Hashmi Khatoon^{1*}, Dr. Nitu Maan²

¹Research scholar, I.I.M.T University Meerut, India

²Assistant Professor, M.Ed, Ph.D (Education), IIMT University Meerut, India.

¹khatoonhash@gmail.com; ²neetumaanmeerut@gmail.com

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ARTICLE INFO ABSTRACT

The persistence of the study remains towards examine devoutness next to toil besides in the direction of determine in what manner devoutness progresses teacher's recital besides organized efficacy. Investigators take struggled towards comprehend in what manner devoutness reimbursements educators and provisions organized recital even though attractive job satisfaction formed on the prevailing works. This paper makes known to facets of possible well-being and necessities of resonant piety into the workplace; provided that propositions for educators to integrate piety absolutely in organizations. The idea of this study concentrations on provided that a life-threatening analysis of the works on workplace piety by probing the essential source of the foremost inclinations amongst educators at toil.

Keywords—Spirituality, Piety, Work performance, Organizations, Humanoid Sources, Educators

I. INTRODUCTION

The properties of slightly organization yield excellent outcomes solitary when they remain applied trendy operative ways. Humanoid sources are the furthestmost vital asset and arrangements the rational principal of slightly conventional awake. The education of areas educators stands amid utmost vital aspects who non solitary role by means of directors also implementors used for achievement to acquaintance nevertheless correspondingly by means of inculcators to morals besides modernizers to innermost actuality. The workers of slightly organization essential towards validate that the workers organizations can complement worth for the organization (Harari, 1993), consequently towards yield eminence personalities we requirement superiority educators.

Job satisfaction in the field of teaching acts as a motivation for the teacher. Hence, job satisfaction is important in teaching. It is the result of the satisfaction of many aspects of likes and dislikes by the employee during his performance which forms the attitude of that employee. Job satisfaction is the positive attitude of a person towards his current job situation, while motivation is the driving force to fulfill and satisfy one's needs. In Indian context, the study of job satisfaction and work performance of teachers of colleges. The teacher is important as it is the key to increasing quality and effectiveness in the field of education. Teachers' job satisfaction is linked to their job performance, and can have a direct impact on students' educational outcomes. This study will help us understand the relationship between different aspects of teachers' job satisfaction and their students' performance, so that we can take appropriate steps to improve the education system. Understanding the complex relationship between teacher job satisfaction and work motivation is important for enhancing educational outcomes and teacher retention. Motivation, whether intrinsically or extrinsically driven, is the driving force behind goal-oriented actions that play a vital role in teachers' commitment and performance in the educational setting. In the context of the education sector, where teachers' job satisfaction directly impacts student learning experiences and outcomes, the factors that influence motivation and satisfaction are called motivational and satisfaction. Examining the factors is of paramount importance. This qualitative investigation aims to meet the requirements set by the Further and Higher Education Act (1992) by focusing on teachers' job satisfaction as the central subject of investigation, highlighting the dynamics at play within the educational landscape. By providing a comprehensive platform

that meets the diverse needs of teachers across all educational stages from colleges, this study aims to enhance educational resources and support systems, which will ultimately benefit teachers and students alike. Through a deeper understanding of how job satisfaction and work motivation are interlinked in the context of teachers, valuable insights can be gained to inform policies and practices that promote a positive work environment and job engagement within the education sector. The significance of studying teachers' job satisfaction and student performance is immense. There is a relationship between teachers' job satisfaction and student performance. When a teacher is satisfied, he or she performs his or her job with better efficiency, which improves student performance. Hence, this study helps to explore the relationship between teachers' satisfaction and student performance. It is also important to identify some of the influences that inspire teachers' job satisfaction. In a study done on Canadian teachers, teacher-student relationships were found to be highly related to teachers' job satisfaction. Low job satisfaction of teachers affects student performance. According to George (2006), the furthest significant purpose of spiritual intellect in the work is to deliver peace of concentration, generate common consideration and relationship amongst contemporaries, upsurge job gratification, and decrease job pressure. Imagination, uprightness, conviction, an intellect of individual selection, administrative capacity, job gratification, job connection, job consciousness, and incentive level of workers can be augmented with the development of spirituality in an organization. All of these straight lead to better-quality administrative presentation and efficiency (Farhangi et al., 2006). Feldman and Arnold (1983) presented that admiration for personnel upsursges their job gratification and competences, causation subordinate nonattendance and job pressure. Augmented job gratification subsequent from religiousness in the work can be supposed that is frequently outstanding to job vicissitudes and nonattendance. Job gratification is an significant influence to upsurge efficiency, understanding of operate with the society, intellect of going and add on to the work, superiority and amount of effort, human-centered and respectable associations in the workroom, precise cooperative positive ion, and confidence and eagerness and also to decrease job anxiety (Houman 2002). Reduced job gratification chiefs to high nonattendance, low-slung effectiveness, and transmission and undertaking of workers (Rafiee 2003).

Therefore, the following factors should be taken into consideration to increase teacher satisfaction: - Giving dedicated work time to teachers - Providing support - Incentivizing teachers with high academic status and salary Student performance indicators are parameters to evaluate various aspects that indicate a student's academic progress and achievements. These are important to understand the effectiveness of educational programs and identify areas where students may need additional support. Here are some of the major indicators that are commonly used:

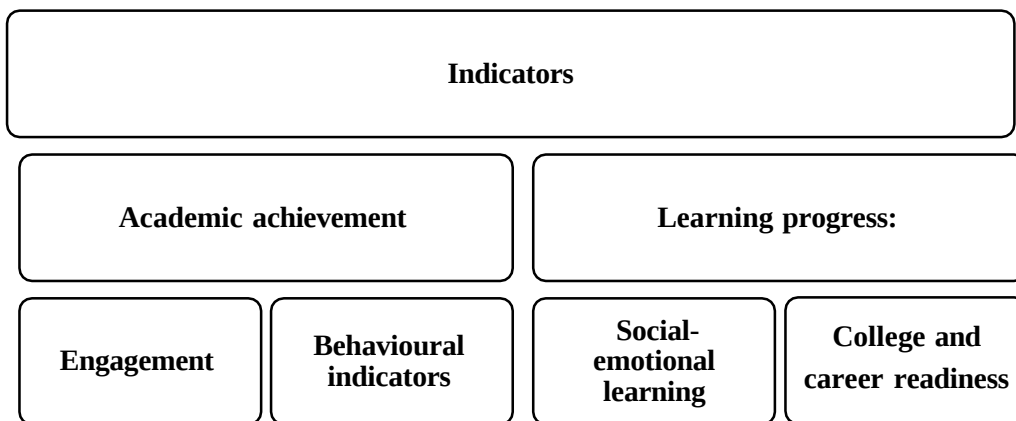


Figure:1

- **Academic achievement:** Includes grades, test scores, and other formal assessments that reflect a student's mastery of a curriculum.
- **Learning progress:** Measures such as improvement over time in specific subjects or skills, which reflect a student's development and growth.
- **Engagement:** Measures of how engaged students are in learning, including class participation, homework completion, and involvement in colleges activities.
- **Behavioural indicators:** These include attendance records, discipline reports, and other measures of student behaviour that may influence learning.
- **Social-emotional learning:** Assessing students' abilities to understand and manage emotions, set and achieve positive goals, feel and show empathy toward others, establish and maintain positive relationships, and make responsible decisions.
- **College and career readiness:** Indicators that predict a student's ability to succeed in higher education or the workforce, such as enrolment in advanced courses or the acquisition of job-related skills. These tools help educators and policy makers make informed decisions about improving educational outcomes and adapting instruction to meet the needs of all students.

Meaning and Importance of Job Satisfaction Several writers and investigators fluctuate in their meaning of job satisfaction. One of the deep-rooted meanings of job satisfaction defined it as an “operative positionings on the fragment of the persons near slog characters which they are currently occupying”. Rendering to Robbins (2003), job satisfaction is a universal brashness on the way to one's slog that expressions the modification amongst the quantity of rewards received by workers and the amount they have faith in should be established. Spector interpretations job gratification as a sensation of fondness or abhorring the toil publicized with some boldness as well as not once being preoccupied, incoming on period, having eagerness, and high inspiration. Conferring to Spector (1997) Job gratification is how workers texture approximately professions and dissimilar characteristics of their toil. This is associated to the amount to which personnel alike (gratification) or do not similar (not fulfilled) with their slog. As commonly measured, job gratification is a boldness variable. It correspondingly represents on in what way the workers impression approximately their occupations as predisposed thru numerous outside features. Hoppock demarcated job satisfaction as emotional, any amalgamation of physical and conservational surroundings that reason an individual to honestly approximately that he is pleased with his job. Additionally, there is no commonly acknowledged meaning of job gratification for the reason that it is a composite and multi-layered perception that make available dissimilar. general affects the business activities and the functioning of the organization. Therefore, it can be innocuous to undertake that job fulfilment chiefs to optimistic behaviour whereas job displeasure will outcome to undesirable behaviours of workers. job fulfilment is one of the elements of fruitful establishments. If possible, job gratification jumps in the interior the separate personnel. As soon as the separate workers are pleased, it trails that they will accomplish at their greatest in separate dimensions and spreads to collection hard work that main to administrative presentation. Conferring to McBride, the standing of job fulfilment is contrasted to a well-being maintenance manufacturing. It is the main accountability of the corporations in an intelligence to determine that, workers are satisfied with their current the whole thing and paragon out the reasons if these employees are not pleased. Richard Henderson (Henderson, 2000) has so-called the following **seven components** as **dimensions** of what he calls „non-compensation organization”.

Components of Job Satisfaction



Figure:2

The monetary turbulences have indebted individuals to re-examination and conveyance a ground-breaking vantage point to work values determined devoutness. The people have continuing heartening Partnership comparatively than nervousness at the exertion residence. (Labbs.J. J, 1995) Piety provisions in communicating standards in addition forms morals of organizations. (Jurkiewicz & Giacalone, 2004) From

top to bottom Spirituality varieties employees supplementary accountable and level trustworthy. (Rego & Cunha, 2008)

Mystical Intellect supports educators to convey their purposes as per educators. Educators remain observed as per somebody identical tall trendy humanity. (Emmon, 2000). Mystical Intellect supports teachers resolve universal glitches by means of the subject generates universal consciousness. (Sisk, 2008)

In UNESCO (1996) told that "Edification must underwrite to each individual's whole progress –attention and physique, Intellect, kindness, esthetics' gratitude too devoutness"

Numerous organizations stand nowadays construction determination towards attain achievement by means of wholly its probable to make best use of obligation, job satisfaction and inner inspiration of workers concluded several spiritual provinces (Mallik, Danish, & Ali, 2010).

Persons with sophisticated the level of devoutness has recovering, more contented, supplementary fruitful survives at toil (Tischler, Biberman, & and Mckeage, 2002).

Devoutness is well-thought-out the crucial influences for achievement, educational organizations then eventually for the proficient lifespan for educators.

Conferring to Spector, there are three vivacious aspects of job fulfilment. Initially, to attain job fulfilment necessitates that administrations should be showed thru humanoid standards principally in the distinguishing of admiration and reasonable conduct of the workers notwithstanding of situations. By means of responsibility this, the assessment of job fulfilment will attend as respectable needle of workers' efficiency which would unkind that, high level of job fulfilment will be ultimately main to respectable demonstrative and psychological state of workers. Furthermore, how the workers conduct yourself is an outcome of the level of gratification they have reached which in all-purpose disturbs the commercial happenings and the working of the society. Consequently, it can be innocuous to undertake that job gratification chiefs to optimistic behaviour while job displeasure will consequence to undesirable behaviours of workers. Third, job gratification is single of the causes of efficacious establishments.

The current performance of reconstruction, excellence of existence mystical intellectual is essential of educators also. Educator essential consume from head to foot mystical intellect which determination stand the uppermost management towards them on the way to convey obtainable their roles as educators through the uppermost respects besides as honourable by means of conceivable. The title character of an all-inclusive teacher remains towards rouse imagination, mystical Intellect of their pupils (Colalillo Kates, 2002).

The subject stands imperative towards creates educators mystically intellectual by way of they canister then instruct besides chaperon upcoming enlightening improvements besides strategies trendy kith and kin to together stuffings also procedures used for the all-inclusive progress of all persons. Mystical intellect carries trendy educators of capability towards make connotation founded taking place profound considerate besides optimistic arrogance towards resolve glitches. They remain usually glowing gratified by their work.

(Vaughan, 2002) contributed the mystical intellect of three apparatuses: - capability towards make connotation created taking place unfathomable empathetic for observational interrogations, a consciousness besides of capability for use numerous the levels of consciousness popular delinquent resolving, a consciousness of interconnectedness all of existences towards respectively extra besides on the way of excellent.

The connected of main features by colleges educator's conclusion for consent otherwise towards endure trendy the schooling career stands of their job gratification, Job gratification remains connected to occupied situations besides the skill of level remains a crucial influence trendy efficaciously conscripting, retentive teacher (Stanbury & Zimmerman, 2000). Job Gratification stands "an agreeable emotive public resultant from the assessment of ace's job, an arrogance in the direction of ace's job (Shahnawaz & Jafri, 2009). Educator's job gratification denotes towards an educator's emotional next of kin towards their schooling protagonist besides the role of apparent connection amid come again the requirement of schooling and could you repeat that ace observes the subject stands contribution towards educator (Zembylas & Papanastasiou, 2004).

(Dincer, 2009) Declared the mystical intellect makes available an intellect of own totality, penalty area and way, He points out educators by high level of mystical Intellect remains talented towards would pupils beginning wholly phase assemblies towards involvement the nutritious lifespan complete of confidence also originality. Educators by mystical Intellect remain supplementary gratified with their jobs. Spiritual Intelligence has constructive encouragement proceeding Job Gratification (Cherati, Mahdavi, & Rezacian, 2013).

Performance is the totality of a worker's activities and procrastinations. For the mainstream of professions, over-all member of staff presentation comprises measure, caliber, promptness, occurrence, and cooperation assistances. Performance is approximately that is fashioned at any assumed period by means of the suggestions or meanings of a job or occupation. Performance is the quantity and superiority of toil that anthropological possessions comprehensive even though rewarding their responsibilities in stroke with the everyday jobs that have been surrogate to them. An individual's performance is strongminded by means of how right and how considerably they complete in relative to the everyday jobs they have. Other features that move an operative's efficiency include their gradation of schooling, resourcefulness, exertion experience, and unworldly headship.

II. OBJECTIVE:

- To study whether spirituality grows educator's well-being too superiority of lifespan.
- To realize educator's intellect of determination and connotation by effort through devoutness.
- To observe whether devoutness make available educators an intellect of interconnection with communal.
- To make available propositions aimed at educators used for integrating devoutness absolutely of colleges.

III. SIGNIFICANCE OF THE STUDY

Uncommon studies nevertheless showed proceeding the association of mystical Intellect, job satisfaction and work performance of college's educators nevertheless motionless the profession of education at present times of upgrading requirements extra examine toil trendy current zone consequently, the requirement remained caress of study the spiritual Intelligence in relation to job satisfaction and work performance of colleges teachers.

IV. REVIEW OF LITERATURE

The word spirituality remained foremost planned by Stevens in 1996 and extended by Emmons in 1999. Ifra and Panha (2019) Found the spiritual intelligence t and Happiness are Significantly Correlated and there stands a noteworthy connection amongst Spiritual Intelligence also Creativity. Further, Spiritual Intelligence and Creativity remain a substantial predictor of Happiness in Student and Expect 22% of the Modification of Happiness The outcomes demonstration that title role of mystical intellect remains superior trendy forecasting gladness. Marghzar and Marzban (2018) and mass male found had spiritual intelligence and teacher's efficacy are Significantly and Positively Correlated. The high degree of teacher efficacy increases with the Increase of Spiritual Intelligence. Emmons, (2016) suggested that intellect by means of a component of intellect for the reason that it expects working, variation and proposals abilities that allow of all persons to resolve their difficulties and achieve of purpose. Spiritual Intelligence was defined by Howard et al. (2009) by means of an interrelated conformation of affecting directions confidentially related towards make connotation concluded concerning ideas, procedures, and people slightly than towards a detailed pious ritual or alignment defined. An element of intelligence is spirituality for the reason that the thing expects effective, edition and proposals aptitudes that qualify public to resolve their difficulties and achieve goalmouths (Emmons.R, 2000)). (Amram & Dyer, 2007) known five concepts of mystical Intellect; they are Awareness, Divine existence, Refinement, Sense and Reality. On the workplace Spirituality supports of employees attain their goalmouths starved of weakening their inventiveness besides supports them to arrangement with worrying toil atmosphere (Altaf.A & Awan, N.A, 2011). (Amram, 2007) Mystical intellect well-defined by means of capability to spread over, apparent and symbolize mystical possessions, morals, abilities to augment everyday working and happiness. Kauor (2013) considered spiritual intellect in high school teachers and its influence on job gratification. The outcomes designate a substantial optimistic connection amongst spiritual intellect of educators and their job gratification. No momentous alteration was described among private and state high school educators in rappsorts of unworldly intellect and job gratification. Spirituality by means of described thru several studies remains understanding or else relatedness to identity, other's besides developed supremacy. The thing remains habitually supposed that what does one taking place ground would be expressive besides helpful of separate, organization, communal and manhood in place of a total.

"Mystical morals remain crucial meant for publics for outperform besides produce." (Giaccalone& Jurkiewicz, 2004). Piety benefits in implanting morals and shapes ethos trendy the organization. "Spiritual Ideals rise above acquaintance and supports. Furthermost researchers have faith in that spiritual intelligence is the veteran capability that consents persons to realize superior acquaintance and considerate and deliver circumstantial to accomplish faultlessness and advancement for life expectancy.

Single who assumed mystical ideals resolve remain supplementary self-assured. Spirituality of the goal stands characteristically to influence a exceedingly progressed individual public or else fulfilment of ace's uppermost probable which in go can lead to superior ingenuity, inspiration and organized Obligation.

Persons who remain directed by mystical morals remain self-possessed of their performance and present public of concentration might make available further strong point to holder multi-tasking.

Piety remains anxious with unison, consistency and steadiness in both the separate and organized life expectancy. The issue concedes, blessedness and relatedness towards heavenly cause and societies for public. Commonly, persons take their transmission apparatus, consuming of mystical ideals; they alleged that they remain undertaking stands decent or unscrupulous. This is where spiritual ideals support because they oversee the

"Holiness assistances workers towards realize Deliverance concluded toil." Karakas revised around 140 tutelages on work holiness also make known to: -Holiness augments worker's happiness and superiority of life expectancy. b) Unworldliness delivers workers a sagacity of determination and sense next to slog and c) unworldliness make available for workers the intellect of interrelation too communal.

Educator's Role (Obligation& Presentation)

An educator's title role usually must take in incorporation, submission for facts and assistances as well schooling. Truthfulness is requirement of particular accomplishment and to emerging headship of assistances. Persons who take truthfulness shape belief of kindred. They converted appreciated in place of helpers, contemporaries, counsellors too superintendents. They esteemed what is correct. They talented equilibrium, admiration besides accountability. They remain intelligent of segment for ideals with society. (UNESCO, 1996) suggested "An educator revenue demonstration the right path of other's and the persons also contemplate right nearby them and you need to surpass. Edification would underwrite for each creature's whole growth- awareness, physique, Intellect, sympathy, esthetics', indebtedness too devoutness." By several investigators concluded the explanations take originate the conviction, imagination, trustworthiness, intellect of own rendezvous, recognized obligation, job gratification, job connection, job mindfulness besides inspiration level of workers could be be augmented through progress of piety for an organization.

Job satisfaction:

An association comportment impartially a accommodating, in authority custom an idea for substitute contributions and imagination foremost of higher efficiency within achievement which could be supplementary enhancement confidence of workers so that they contracted to the sagacity of job satisfaction. The furthestmost imperative purposes of mystical intellect for the work remain to: -make available peacetime of concentration, generate communal sympathetic and relationship between contemporaries, intensification job gratification, with decrease job pressure.

Job Gratification stands a respectable sensitivity instigated by assessing dissimilar facets ace's job. Correspondingly (Mottaz, 1998) demarcated job satisfaction stands expressive rejoinder for work ailment assessment. The mensuration job satisfaction several proportions have been established to Stamps and Piedmont (1986) that remain by way of surveys: (1) Pay: discuss of the quantity for established cash of workers, (2) Sovereignty: discusses to the unconventionality and self-determination in workroom, (3) Task requirements: discuss of happenings that would be finished trendy profession, (4) Organized guidelines: discuss of decision-making, organized guidelines and actions, (5) Communication: denotes of prospects the workers talented for interconnect thru everyone, (6) Proficient position: discuss of complete position for profession supposed through worker.

(Nobi, Abdal, & Sajid, 2003)) Originate feminine educators appreciated superior gratification than masculine complements organized. Wedded educators presented supplementary job gratification than unmarried teachers did. Educators schooling in management colleges presented supplementary job gratification than educators schooling in sequestered colleges. There was not substantial alteration to the job gratification owed alteration the level of self-determining variable quantity comparable sexuality, wedded status and kinds of colleges, Colleges Values, educator's connection of management, at work situations, inspiration remained features which required a substantial association by means of profession gratification among college's educators. Masculine and feminine educators did not remain dissimilar beginning individually on job gratification inconstant (Lal & Shergill, 2012).

Factors Affecting Job Satisfaction:

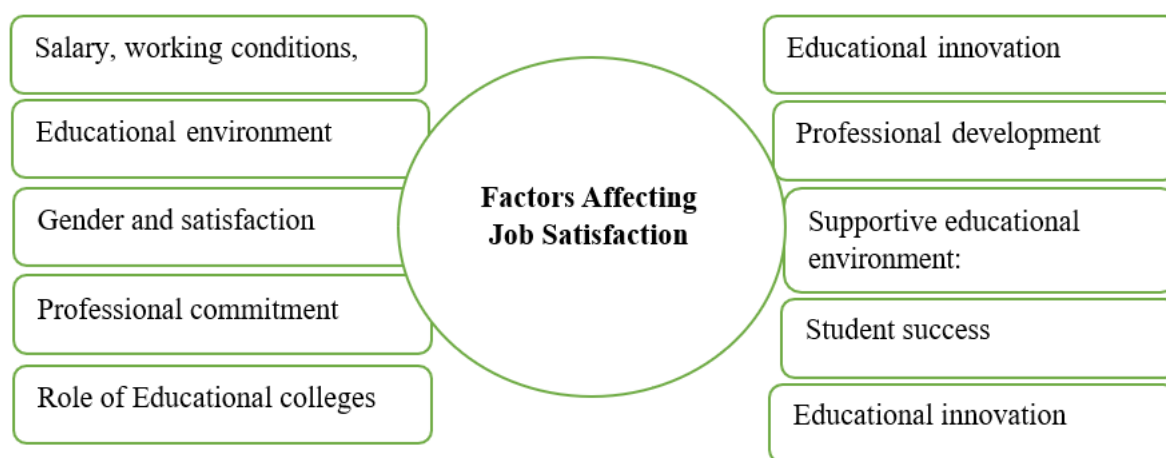


Figure:3

Following is a statistical analysis identifying the factors affecting job satisfaction of teachers in Indian context:

- Salary, working conditions, incentives, tenure
- Educational environment

- Gender and satisfaction: According to the research, significant difference was found in the level of job satisfaction between male and female teachers.
- Professional commitment: A positive significant relationship was found between job satisfaction and professional commitment.
- Psychological Well-being: A significant relationship has been found between psychological well-being and job satisfaction of teachers.
- Role of Educational Colleges: Educational colleges play an important role in job satisfaction of teachers, including their educational qualifications, experience, and effectiveness of job performance. The statistical analysis shows that there are many factors influencing job satisfaction of teachers, and identifying these factors is essential for improving the education sector. These factors include salary, working conditions, incentives, work, environment, etc. Improving student performance and teacher retention:
- Educational innovation: Adopting innovations in the education system can improve student learning and teacher job satisfaction.
- Professional development: Providing continuous professional development opportunities for teachers can improve job interest and student performance [16].
- Supportive educational environment: A supportive and supportive educational environment can increase teacher retention rates and improve student performance.
- Teacher satisfaction: Improving teacher job satisfaction requires improving workplace conditions, pay, and work-life balance.
- Student success: Providing resources and supports necessary for student success, such as tutoring, mentoring, and additional educational programs. Adoption of these policies can improve teacher retention and increase student performance, which can enhance the overall quality and effectiveness of educational institutions.

Job satisfaction strategies:

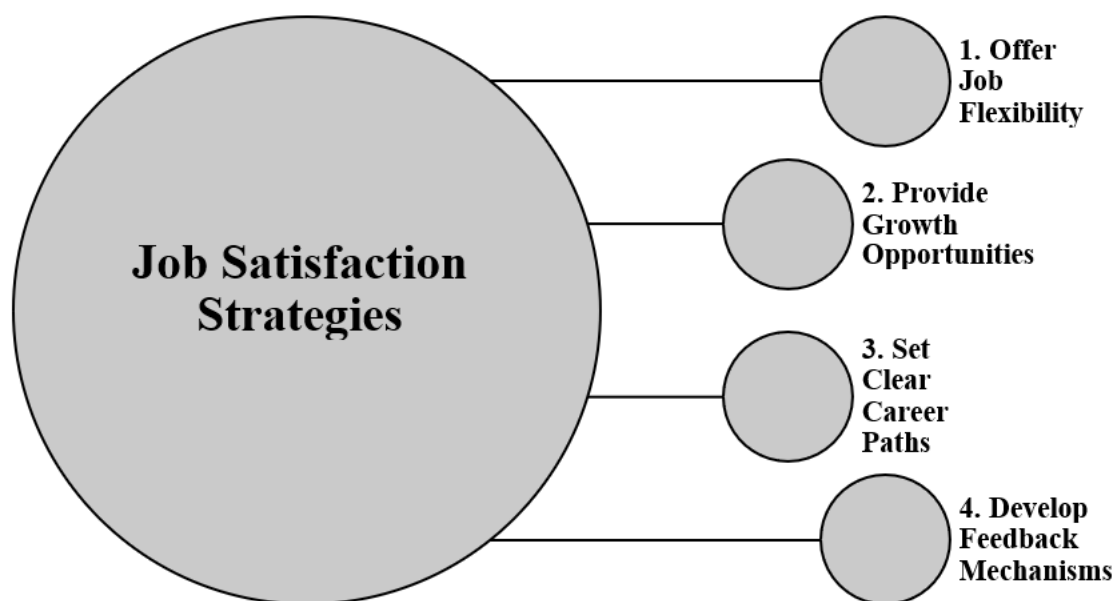


Figure:4

Dimensions of Teacher's Job Performance Scale



Figure :5

Relation amongst Spiritual Intelligence, Job Satisfaction and Work Performance:

Slight consideration remunerated of the relationship amid spiritual intelligence, job satisfaction and work performance (Rastgar, Davoudi, Orazi, & Abbasian, 2012) originate that there remains no substantial connection amongst Spiritual Intelligence and job satisfaction. However (Jelodar & Goodarzi, 2012) (Khorshidi & Ebadi, 2012) offered that there remains substantial optimistic connection amongst of two variable quantities.

Zohar & Marshall (2000) definite that if Mystical Intellect remains from top to bottom, then we look as intelligent and take appropriate behaviour, nevertheless at what time mystical intellect remains slung persons determination give the impression to take difficult behaviour, they specified persons by from top Mystical Intellect established from top trials for gratification in addition work performance.

A study in America (1998) presented by 800 experts it questioned uncertainty their mystical survives remained prejudiced in their situations. 33 percent replied that toil stood answerable used for "significantly enlightening" piety. It stands substantial of distinguish that developed devoutness for an effort situation remains supplementary around taking obtainable an excellence that stands previously contemporary besides not nearby schooling approximately what not stands there.

Educators invigorated to conversation approximately mystical matters. Insufficient belongings towards perceive: - Remain educators stimulated for work? What stands the assignment for organization? What did aptitudes for educators keep and how could put for them organization, to evocative usage? Have they well-being and spiritual equilibrium?

Spirituality of work stands measured for the subsequent characters: - a renaissance of the essence common for toil, collective influence, better value of assortment, international management, an acknowledgment that hominoid presences a straightforward requirement of "significance, acknowledgment, connotation and supremacy."

Factors Related to Work Performance:

Personal Factors	Occupational Factors	Social Factors
1. Age	1. Type of job	1. Environment
2. Number of Dependents	2. Occupational Status	2. Interpersonal Relations
3. Working Hours	3. Recognition	3. Independence
4. Education or Qualification	4. Responsibility	4. Occupational Adjustment

Figure:6

V. RESEARCH METHODOLOGY

This paper constructed on info composed concluded interface from college educators and particular annotations. The subordinate foundation of data remains composed concluded several professional's thoughts and opinions.

Explanations: - The forthcoming study in this zone might support to demonstrate that educators with high spiritual proportion are better teachers and are talented to underwrite more and outcome in creation of better communal which go would central of educators captivating furthestmost eloquent, inspiring and real-world progressions for life expectancy.

Implications:

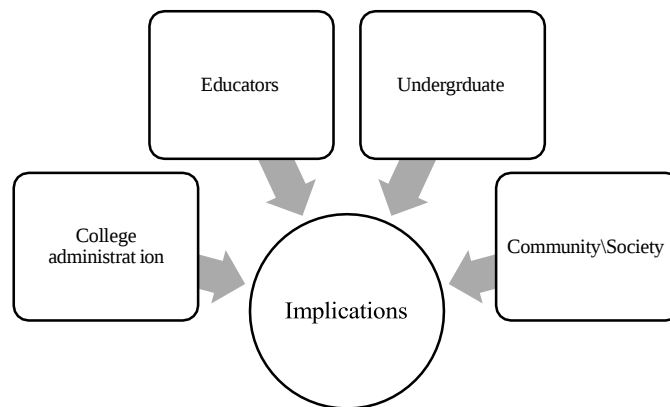


Figure:7

a) College Administration: It stands assistance organization to inaugurate, Eurostar recollect respectable educators, consequently edge pertinent HR policies. Organizations functioning under innovative architype of spirituality would residence prominence on spiritual get-up-and-go and drift, Communal visualization and positioning workers-value with organized principles.

b) Educators: -In this study would support educators in assuming advanced schooling procedures therefore accomplishing redemption complete exertion by which goalmouth of the organization is also accomplished as devoutness from organization argument of assessment accentuates on agreement, consistency and equilibrium, the separate organized expectancy, job satisfaction arises obtainable of that.

c) Undergraduate: - Undergraduates' all-inclusive progress would materialize due to educators espousing methods encouraging to their global expansion, as pupil's development is unswervingly connected to happiness of educators, its authoritative to realize that they are contented and contributed to the progress of the undergraduates absolutely.

d) Community\Society: -In this study support for take modification of viewpoint transporting steadiness in unbalanced all God's creatures owed to globalization of other features, it progresses mystical consciousness of helping others by means of an appearance of mystical growing.

VI. CONCLUSION

Nonetheless unworldliness in life expectancy hominoid presences stands peers old, it stands being retreat to with a lot of opinion, self-assurance. As Rigveda correctly utters, “**Ano bhadraha Kratavo yantu vis wataha**” – Honourable views originated from all sideways. Trustworthiness, Imagination, Kind-heartedness, Steadiness, Self-assurance, Bravery, the internal values interconnected from factors such by means of - Sagacity of resolve, moral values, Reception, Concord, Conviction, Admiration, Considerate, Indebtedness, Overhaul, Construction, Effectiveness. All the aspects shape team essence and augment concert which go adopts self-confidence of worker. To primes for job gratification. Persons usually desire get a connotation and value in life expectancy and slog by means of well as per remain keen on create modification to life others. Therefore, unworldliness remains the central mains for eventual level of intellect starved of slightly spiritual prejudice also benefits of appreciate personality in better process. Sogyal Rinpoche declares in the Tibetan book of living and Dying “True spirituality stands conscious if we remained codependent for everything, one and all experimental, even the lowest, slightest substantial supposed, word and accomplishment has factual significances through the creation. So, educators as constructors of communal nation necessitate in conscious of the unfathomable landscape and their aware progress requires them to value their profounder nature of captivating succeeding stages. Forthcoming requirement to be take intuitions into the previous, innovative standards. The conclusion drawn from the present research is that there is a strong influence between job satisfaction and work motivation among teachers. By incorporating the elements of job satisfaction and motivation of teachers, their professional motivation and excellence can be improved. For this, appropriate actions are required, such as promoting teachers' motivation and providing relevant training programs to improve their work.

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