

Can Spiritual Intelligence Influence Research Performance in Higher Education? Framework for Human Resource Development in Higher Education

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Abstract: *Research performance impacts the sustainability and growth of the higher education system. The effective instructional designs, intellectual development and innovations are fundamentally based on the research model and artifacts. Since research infrastructure, research skills and job satisfaction are valued as necessary considerations in higher education system for achieving research excellence, the notion that spiritual intelligence can have an impact on research performance is highly feasible. However, this view is one that has not yet been investigated. This study addressed this gap by exploring and examining the potential relationship between spiritual intelligence and research performance in higher education and also by probing the impact of spiritual intelligence on research performance. An investigative approach engaged 1137 participants for surveys on research performance and spiritual intelligence. The qualitative and quantitative data were gathered and analyzed to identify whether spiritual intelligence had any impact on research performance and if so which spiritual intelligence skills, dimensions, traits or attributes could influence an academician's research performance. The study was conducted for a period of three years in India covering major universities and institutes of repute. The research found that those who engaged themselves in spiritual practices and relied on spiritual resources were more likely to have high research performance level. This finding was further supported by the fact that the participants in the study who scored highly in spiritual intelligence assessment tests also had high research performance output. This paper covers these findings and it provides details of the impact of spiritual intelligence on research performance. In addition to this, it also explores the relationship between spiritual intelligence and research performance in higher education.*

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