THE IMPACT OF SPIRITUAL INTELLIGENCE ON ETHICAL BEHAVIOR OF EMPLOYEE

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Abstract

Ethical behavior of employee may exist among employees who have inner feelings of having better work experiences by using their spiritual experiences, and also to nurture these by creating meaningful ethical work environments. These phenomena have not been sufficiently studied especially in the context of recent corporate scandals and ethical violations. For this reason, this study seeks to enrich the understanding of impact of spiritual intelligence and its sub constructs on ethical behavior of employee among the employees who are working in two apparel firms on Nuwara Eliya district.

Hence, this research examines the level of spiritual intelligence (critical existential thinking, personal meaning production, transcendental awareness and consciousness state expansion) and ethical behavior of employee, the relationship between them as well as the impact of spiritual intelligence on ethical behavior of employee in selected two apparel firms.

In this research study, primary data was collected. A structured questionnaire was used as the method of data collection. The stratified random sampling method was used to create the sampling framework for the study. The quantitative research approach was used. The data were analyzed using descriptive statistics, correlation, and regression analyses.

This research study relies on a data set derived from its survey of 258 employees who are currently employed in two apparel firms and the findings indicate that there is good reliability and a high level of spiritual intelligence, critical existential thinking, personal meaning production, transcendental awareness and consciousness state expansion and ethical behavior of employee. Also showed that there is a positive relationship between spiritual intelligence and ethical behavior of employee, personal meaning production and ethical behavior of employee, transcendental awareness and ethical behavior of employee and consciousness state expansion and ethical behavior of employee. Furthermore, the study discovered that spiritual intelligence (critical existential thinking, personal meaning production, transcendental awareness and consciousness state expansion) have a significant positive impact on organizational ethical behavior of employee.

Key Words: *Spiritual Intelligence, Critical Existential Thinking, Personal Meaning Production, Transcendental Awareness and Consciousness State Expansion)*

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