



# ANALYSIS OF PSYCHOLOGICAL STRAIN AND SPIRITUAL INTELLIGENCE EFFECT ON ORGANISATIONAL COMMITMENT OF HIGH SCHOOL TEACHERS USING THE MULTIPLE REGRESSION MODEL

**Dr. Amritpal Kaur**

Assistant Professor

Institute of Educational Technology and Vocational Education

Panjab University,

Chandigarh

## Abstract

This paper presents the application of the multiple regression analysis model in Spiritual Intelligence and Psychological Strain of high school teachers Bhiwani and Sirsa districts in Haryana State. The objective of the research is to evaluate the effects of Spiritual Intelligence and Psychological Strain (independent variables) on Organisational Commitment (dependent variable) and based on theoretical and methodological research. In the current study regression analysis was done to meet out predictors (independent) of dependent (criterion) variable organisational commitment from the psychological strain and spiritual intelligence. Numerous research indicates positive connection between Organisational Commitment as the dependent variable and Spiritual Intelligence and Psychological Strain, as independent variables. The abovementioned statement is rejected and no significant effect of spiritual intelligence and psychological strain of high school teachers with organisational commitment.

**Keywords:** Multiple Regression Analysis, Organisational Commitment, Spiritual Intelligence and Psychological Strain.

## INTRODUCTION

To know the degree of change in the dependent variable with respect to independent variable, regression analysis is required. Regression analysis is also known as prediction statistics. It predicts the most likely values of a variable or another variable.

The dependent variable is also known as criterion/explained variable and the independent variable is also known as prediction/explanatory variable. So, regression is a statistical tool which helps to estimate the value of one variable. Multiple regression predicts the most likely value of a variable i.e., dependent variable (Organisational Commitment) as a function of independent variables (Psychological Strain and Spiritual Intelligence). In the current study regression analysis was done to meet out predictors (independent) of dependent (criterion) variable organisational commitment from the psychological strain and spiritual intelligence. This study is originally because we have not found any similar studies and results. In the case of all four criterion (Belongingness, Job Satisfaction, Optimism and Quality of Work Life) we selected multiple indicators.

## REVIEW OF RELATED RESEARCH

Tiwari and Mishra (2008) endeavoured to investigate the role of work stress and health in the prediction of organizational commitment. Work stress was found to be inversely related with affective, normative, continuance and overall commitment. Kolra and Sharma (2013) revealed that teachers differed in occupational stress, psychological strain and coping resources, length of teaching experience had no effect on occupational stress, psychological strain and coping resources of teachers. Patnaik, Rajab, Mukhtar, Shaari and Wahab (2014) revealed that job satisfaction, affective commitment, and turnover intentions function as mediator in the relationship between psychological strain and job performance. Sayadi, Parsa and Yazdani (2015) reported that there was a positively significant association between perception of the employees of spirituality of workplace and organisational commitment. Sethi (2015) found that there was a significant relationship between spiritual intelligence and competence of secondary school teachers based on gender, locality and type of school. Singh and Manocha (2016) significant relationship were found between organizational commitment and core self-evaluations of academic faculty of senior secondary schools. Saleem (2017) found that quality of work life significantly as well as positively correlated with organizational commitment among male and female private school teachers.

## METHODOLOGY OF THE RESEARCH

The research methodology is based on statistical analysis, which in this paper includes the multiple regression analysis. This type of analysis is used for modeling and analysing several variables. The multiple regression analysis extends regression analysis Titan et al., by describing the relationship between a dependent variable and several independent variables. The stepwise regression analysis was done, variables were entered one at a time to determine their effect on the dependent variable.

**SAMPLE**

In the present study random sampling technique was employed to choose the sample. The sample of the present study was drawn from Government and Private schools of Sirsa and Bhiwani districts of Haryana. Hence, it was decided to select a representative sample of 320 from 24 Government and 20 Private high school teachers.

**HYPOTHESES**

- There is no significant effect of Spiritual Intelligence and Psychological Strain of high school teachers with Organisational Commitment.

**ORGANISATIONAL COMMITMENT (DEPENDENT VARIABLE)**

Organizational commitment, in a general sense, is the employee's psychological attachment to the organization. It is the relative strength of an individual's identification with and involvement in an organization. It may be defined as a state in which an employee identifies with a particular organization and its goals and wishes to maintain membership in the organization.

**SPIRITUAL INTELLIGENCE (INDEPENDENT VARIABLE)**

Spirituality has potential application in every waking moment of human life (Ingersoll, 2000). If the teacher is spiritually intelligent, one can manage the emotional and spiritual traits of the students to provide balanced environment in the classroom. Sense of self empathy, kindness, intuition, motivation, awareness, social skills, forgiveness, reconciliation, dedication is some of the major components of spiritual intelligence.

**PSYCHOLOGICAL STRAIN (INDEPENDENT VARIABLE)**

Psychological Strain- psychological and emotional problems being experienced by the individual, inability to cope in workplace and other settings, lead to strain in individual. Psychological Strain arises under one of three conditions: 1) when resources are threatened, 2) when resources are lost and 3) when individuals invest resources and do not gain the anticipated level of return.

**STEPWISE MULTIPLE REGRESSION EQUATIONS FOR TOTAL SAMPLE**

The results of step-wise multiple regression analysis predicting organisational commitment of high school teachers Bhiwani and Sirsa districts in Haryana State. The variables are taken independently as well as together, has been presented in table.

<b>Model Summary</b>									
<b>Model</b>	<b>R</b>	<b>R Square</b>	<b>Adjusted R Square</b>	<b>Std. Error of the Estimate</b>	<b>Change Statistics</b>				
					<b>R Square Change</b>	<b>F Change</b>	<b>df 1</b>	<b>df 2</b>	<b>Sig. F Change</b>
1	.589 <sup>a</sup>	.347	.345	14.50002	.347	168.676	1	318	.000
2	.600 <sup>b</sup>	.360	.356	14.37193	.014	6.694	1	317	.010
3	.610 <sup>c</sup>	.373	.367	14.25309	.013	6.308	1	316	.013
a. Predictors: (Constant), Spiritual Intelligence									
b. Predictors: (Constant), Spiritual Intelligence, PS 3 (Interpersonal Strain)									
c. Predictors: (Constant), Spiritual Intelligence, PS 3 (Interpersonal Strain), SI 1 (Benevolence)									

This table presents that stepwise multiple regression equations for organisational commitment which the dependent (criterion) variable and independent variables i.e. psychological strain and spiritual intelligence in case of total sample. The table presents the values of R, R square, Adjusted R square, R square change and F change. The R square tells that how much variance in the dependent (criterion) variable is explained by the independent variable in the calculation. The adjusted R square is more accurate and as it automatically takes an account of the number of independent variables. The adjusted R square is usually smaller than unadjusted R square, as it also takes in account of the fact that one is looking at a sample rather than the whole population (Cohen et. Al.2007).

In case of total sample, stepwise regression method was used to find out the significant predictors of the factor, organisational commitment from the independent variable of Psychological Strain and Spiritual Intelligence. The stepwise regression analysis was done, variables were entered one at a time in order to determine their effect on the dependent variable.

**Model 1:** points out the variance caused by independent variable, Spiritual Intelligence in the prediction of dependent variable organisational commitment. The value of R was found as .589 which was significant at 0.01 level of confidence. The value of R square and adjusted R square were as .347 and .345 respectively. This indicates that 34% variance was caused by the independent variable, spiritual intelligence in predicting the dependent variable, organisational commitment. The F-value was 168.676 and found significant at 0.01 level of confidence.

**Model 2:** The independent variable Psychological Strain was added to spiritual intelligence and the value of R square increased from .347 to .360, which showed conjointly spiritual intelligence and psychological strain were responsible for 36% variance in the dependent variable, organisational commitment. Individually psychological strain was responsible for 14% variance in the dependent variable, organisational commitment. The F value was 6.694 and found significant at 0.01 level of confidence.

**Model 3:** The independent variable, Spiritual Intelligence, interpersonal strain dimension of psychological strain and Benevolence dimension of spiritual intelligence were added and the value of R square increased from .360 to .373, which showed conjointly spiritual intelligence, interpersonal strain and Benevolence responsible for 37% variance in dependent variable, organisational commitment. Individually psychological strain was responsible for 13% variance in the dependent variable, organisational commitment. The F value was 6.308 and found significant at 0.01 level of confidence.

This pointed out that spiritual intelligence and psychological strain contributed conjointly as well as independently towards the prediction of organisational commitment. It is pertinent to mention here that the independent variable i.e. psychological strain and spiritual intelligence are the significant predictors of the criterion variable i.e. organisational commitment. They contributed conjointly as well as independently towards the prediction of organisational commitment.

## CONCLUSION

From the regression analysis, it can be concluded that total amount of Psychological Strain and Spiritual Intelligence contribute significantly to Organisational Commitment in case of total sample (320) of high school teachers of Sirsa and Bhiwani districts of Haryana state. Hence, the **hypotheses** that there is no significant effect of Spiritual Intelligence and Psychological Strain of high school teachers with Organisational Commitment, was rejected.

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