



The Spiritual Dimension Of Performance: Evaluating The Effect Of Pranic Healing On Well-Being Using Warp PLS Analysis.

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ABSTRACT

This study answers the important research question, "Can spiritual intelligence, with its profound knowledge and depth, become a determinant of an employee's motivation, dedication, and overall performance trajectory?" The aim of this paper is to examine the intricate links between workplace well-being, spiritual intelligence (SQ), and employee's performance in a corporate setting, with Pranic Healing acting as a potential moderator. In order to explore the factors impacting the well-being of employees (N = 126), a comprehensive PERMA model was applied, with emotions at work, engagement, relationships, purpose, and achievement as its foundation. The Warp PLS method was used to look into how well-being and SQ in the workplace affect performance, which is a dependent variable. Pranic healing was used as a moderating variable to find out how strong these relationships are. The preliminary results, such as model fit, R-square values, reliability tests, Cronbach's alpha, path coefficients, etc., indicate a significant interaction between the variables, demonstrating the strong impact of pranic healing to enhance the beneficial impact of employee's well-being and spiritual intelligence on employees' performance. The research provides an extensive understanding and recommends organisational strategies that can optimise performance and holistic well-being.

Keywords: workplace well-being, spiritual intelligence, pranic healing, subjective well-being, SQ

1. Introduction

In the constantly evolving environment that defines modern workplaces, an idea of well-being transcends physical health, venturing into a complex matrix of emotional, mental, and spiritual dimensions. According to Seligman, M. E. P. (2011), as employees' navigate their working environments, an array of questions arise that cast light on their inner happiness. When reflecting on their positive emotional state, they might question themselves, "Did I feel a surge of happiness or joy today?" or "Were you so engrossed in a task that you lost track of time?" This uncovers a person's level of engagement when they become immersed in their work. Interpersonal dynamics of relationships prompt employees' to pose the question, "Were there situations when I felt genuinely supported?" The search for purpose and meaning elicits the question, "Did I sense a purpose in what I was doing?" And at the culmination of the workday, personal accomplishments prompt a thought-provoking question, "Did I feel proud of something I accomplished today?" Workplace performance remains a riddle, entangled with numerous variables. One might ponder, "Does a deeper sense of purpose and meaning, which are essential components of SQ, invariably increase happiness at work and boost performance metrics?" As companies navigate the convoluted waters of productivity and efficiency, questions such as "How do emotional and spiritual resonant states within an employee's correlate with their professional performance and achievements?" evolve. (Zohar, 2000) Spiritual intelligence (SQ) uncovers another layer of intricacy when explored in depth. Does the individual's spiritual intelligence, which lies within an understanding of purpose

and existential reflection, have tangible effects on their accomplishments at work? This research seeks to provide a holistic understanding of workplace well-being by exploring these questions.

1.1 Workplace Well-Being (SWB)

The workplace well-being, commonly referred to as happiness or subjective well-being (SWB), incorporates a variety of elements that contribute to the physical, emotional, mental health, contentment, and overall perception of employees in the course of their professional surroundings. It entails establishing a work environment that is conducive and supportive.

According to a 2011 article by Marilyn Tam published in the Harvard Business Review, worker happiness substantially influences their productivity, creativity, commitment, and collegiality. Studies done by (Michaelson et al. (2009; Stiglitz et al. (2009) indicated a positive impact of workplace happiness. Persistent research has explored the complicated topic of happiness and well-being (Forgeard et al., 2011). A comprehensive assessment of the literature indicated that occupational and social issues have a considerable impact on workers' wellbeing. (Gupta et al., 2021). Further, this perspective is expanded by Diener (2009). With an emphasis on mental health, personal growth, and wellbeing (Seligman, 2002). The Well-being Institute at Cambridge University defines well-being as characteristics that "enable individuals and organisations to flourish." (Figure 1) Numerous authors have developed an array of well-being measurement scales, including The Oxford Happiness Inventory by Argyle and Hills (2002), which assesses general happiness by examining various aspects of well-being and contentment. The Subjective Happiness Scale by Lyubomirsky and Lepper (1999) offers a direct measure of a person's global subjective happiness. Peterson's (2003) Approaches to Happiness Scale gauges how individuals often employ pleasure, engagement, and meaning in their lives. The Authentic Happiness Inventory (Peterson, 2005) evaluates the overall happiness of an individual, capturing various facets of joy. The Satisfaction with Life Scale (Diener, Emmons, Larsen, & Gryphon, 1985) is designed to measure global cognitive judgements of one's life satisfaction. The PANAS (Positive and Negative Affect Schedule) by Watson, Clark, and Tellegen (1988) measures both positive and negative affective states. Bradburn's (1969) Affect Balance Scale (ABS) gauges both positive and negative emotional experiences to determine overall emotional well-being. Ryff's (1995) Psychological Well-Being Scales delves into self-acceptance, personal growth, purpose in life, and other related domains. The Psychological Well-Being Scale by Diener and Biswas-Diener (2009) quantifies individuals' subjective psychological well-being. The Warwick-Edinburgh-Edinburghll-being Scale (SWEMWBS) (Clarke et al., 2011) captures a broader concept of mental well-being, including both hedonic and eudaimonic aspects. The Friedman Well-being Scale (Friedman, 1992) is a multifaceted tool measuring physical, emotional, and social dimensions of well-being. Diener et al.'s (2010) Flourishing Scale evaluates the positive aspects of human functioning, capturing psychological flourishing and positive mental health. Jahoda's (1958) Positive Functioning Inventory is based on the concept of positive mental health and examines multiple dimensions of well-being. The Positive and Negative Experience Scale by Diener et al. (2010) quantifies the balance between positive and negative emotional experiences. The General Well-being Schedule (Dupuy, 1977) captures mood, vitality, and interest in life to evaluate subjective well-being.

1.2 Workplace Well-Being Model

This model focuses on positive emotions, engagement, relationships, meaning, and achievement via the objective of optimising well-being in workplace settings. Incorporating this framework's insights, current research intends to present an in-depth assessment of employee's well-being. The work of Seligman (2011) sought to provide explanation by introducing the PERMA model, which defines well-being into five vital elements:

Positive Emotions is derived happiness and contentment from a variety of activities strengthens numerous aspects of life. Emotions can enhance work performance, strengthen health, nurture relationships, and foster optimism for future endeavours (Diener, 2009).

Engagement is characterised by a profound sense of connection and involvement in endeavours. Individuals experience 'flow' in the workplace or during pastimes, a state of total immersion and focused completely on the present. This concept of 'flow' in refers to complete absorption in the current task, which increases satisfaction and productivity (Seligman, 2011).

Relationships: Humans instinctively desire emotional and physical connection. Developing and maintaining strong relationships with family, peers, and co-workers contribute significantly to well-being. Positive ties, whether they are strong familial ties or incidental workplace interactions, result in a supportive environment at work. (Sandstrom et.al;2014).

Meaning : Individuals seek to engage in activities that serve a bigger purpose rather than mere self-gratification. This may manifest as giving back, volunteering in the community, or involvement in groups with shared values and purposes. Such endeavours provide individuals with a transcendent sense of purpose and direction (Huppert and So, 2013).

Accomplishment: This component is underpinned by the innate human desire for achievement and thrive. It is not only about material achievement, but also about personal development and task mastery. Accomplishment refers to looking back on a person's journey with honour and appreciating the milestones reached, even if they did not always result in immediate happiness or relationships (Seligman, 2011, p. 18).

1.3 Performance Evaluation (PE)

Numerous people find fulfilment in their work, making it a vital and indispensable aspect of their existence. To them, their profession is a significant source of fulfilment, meaning, and identity. They interweave their personal and professional lives, usually blurring the distinction between work and leisure, because they profoundly value and are proud of their contributions. This commitment can result in greater job satisfaction, motivation, and general well-being (Spector, 1997). Methods of performance evaluation are critical to evaluating an employee's contributions, strengths, and areas for growth. It offers employees' valuable feedback and assists employers in making informed decisions pertaining to promotions, compensation, training, etc. In MBO (Management by Objectives), managers and employees set specific objectives collectively, and at the conclusion of a specified period, performance is evaluated based on the achievement of said objectives. BARS (Behaviourally Anchored Rating Scales) incorporates traditional rating scale elements with critical incident methods (Antoni, 2005). The appraisal of employees' is based on specific conduct demonstrations and numerical ratings.

1.4 Spiritual Quotient(SQ)

Spiritual intelligence, also known as spiritual quotient (SQ), signifies an individual's ability for realising meaning, direction, and interconnection beyond the material world. It nurtures internal wisdom and resilience, thereby enhancing one's comprehension of oneself and others.

Stephen Covey (2004) stated, "Spiritual intelligence is indispensable and critical among all intelligences, serving as the guiding force for the rest. Zohar(2000) defined SI(spiritual intelligence) as the fundamental need and capacity for recognising significance, purpose, and meaning of life. It serves as a bridge between reason and emotion and between the intellect and the body. In addition, it enables us to integrate both interpersonal and intrapersonal characteristics, nurturing a deeper connection with others.(Wechsler, 1958) Intelligence Quotient (IQ) signifies the evaluation of an individual's capacity to interpret, analyse, and comprehend situations. IQ measures a person's reasoning, analytic abilities, and problem-solving skills. It is vital for tasks that require analytical thinking, analysis of data, and strategic thinking in the workplace.

EQ involves the compassion, organisational leadership, and expression of one's emotions in addition to the understanding of others'. George and Shari (2014) discovered that individuals exhibiting lower emotional intelligence experienced elevated stress levels, while those with a higher degree of emotional intelligence experienced less stress levels. A high EQ leads to enhanced cooperation, interaction, and conflict resolution in the workplace. A high EQ is beneficial for collaboration, leadership, and interpersonal relations. (Rus'an,2013) Spiritual Intelligence (SQ) relevance dives much deeper, integrating values, meaning, and life's purpose. Spiritual Intelligence (SQ) transcends task performance and interpersonal relationships. It taps into the fundamental values, meaning, and purpose of work. Employees with high SQ are usually inspired by factors other than monetary benefit or promotion. They understand the broader consequences of the positions they hold and have a deeper connection to the mission and vision of the organisation. This fundamental drive often results in elevated commitment, perseverance, and resilience, even during adverse conditions. Furthermore, SQ fosters empathetic awareness resulting in a more empathetic and cordial workplace. Understanding that earning a living is only one element in a happy life, employees' with a high SQ typically have a greater equilibrium between their professional lives and holistic wellbeing. This equilibrium often ends in less fatigue and greater fulfilment. By understanding the broader picture and aligning their work with deeper values, these employees' are more likely to be engaged, productive, and loyal to the organisation (Zohar, 2000). Along beyond functioning as a buffer against workplace stress, their strong sense of purpose additionally enhances their emotional and mental well-being.

1.5 Pranic Healing

A highly established, tested, and effective approach of energy healing, founded by Master Choa is Pranic Healing. The Sanskrit word for life force is prana. This unseen bio-energy, often known as "vital energy," sustains the living thing healthy and alive. The ancient art of Pranic Healing harnesses the body's innate capacity to heal itself. In order to treat disease, combat negativity, and reduce stress, Pranic Healing approaches utilise prana, the life force or energy that resides within each of us. It promotes mental tranquilly, wholesome connections, and an optimistic outlook. A person's holistic wellness is benefited through Pranic Healing,(Master Choa Kok Sui, 1987).

The use of Pranic Healing is significant for workplace well-being. Pranic Healing practitioners and non-practitioners showed a significant difference in well-being scores, and a relationship was found between spiritual intelligence, well-being, and the spiritual strategies prescribed by Pranic Healing. [Gupta et al., 2023]. According to a 2018 study by Jois, S. N., and D'Souza, Pranic Healing impacts the well-being of individuals.

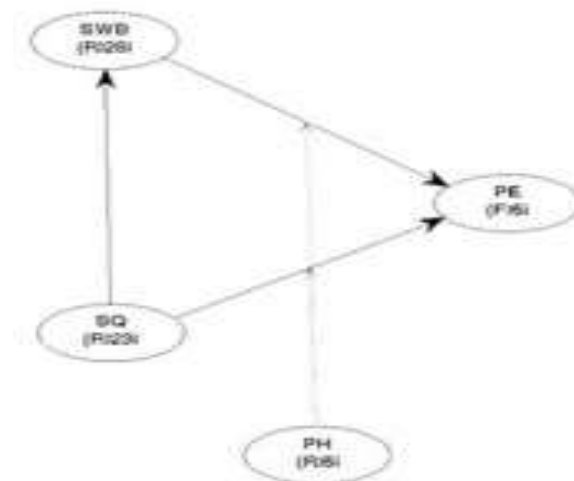
Pranic Healing is a tried-and-tested technique for enhancing wellbeing supported by millions of testimonials from people around the world.

2. Methodology

A structured survey questionnaire was implemented for online as well as in-person data collection. In the present research, 52-question survey to 126 employees' was administered in order to investigate the relationships between the variables within these dimensions. Subjective Well-Being (SWB) and Spiritual Quotient (SQ) were categorised to be independent variables, performance was accounted for as the dependent variable, and Pranic Healing (PH) was served as the moderating variable.

It evaluated a 23-item questionnaire based on M. Seligman's (2011) the PERMA framework, that was reinforced by recent insights in subjective well-being determinants. This paradigm identifies five essential components of subjective well-being: positive emotion, engagement, positive relationships, meaning, and accomplishment. In addition, five items from the WHO-5 questionnaire were included to assess general well-being. For the purpose of assessing the statistical validity of the chosen criteria for Spiritual Quotient (SQ) evaluation, the 24-item SIRRI-24 scale was implemented. (Antoni, 2005) The performance matrix was derived from company HR departments implementing performance evaluation strategies such as Management by Objectives (MBO) and Behaviourally Anchored Rating Scales (BARS). On the basis of the overall numerical rating, individuals were classified as "performers" (those with the top three scores) or "non-performers" (those with the lower two scores). To investigate the moderating effect of Pranic Healing, five more questions were included for participants.

2.1 Model



2.2 Hypothesis

- H1- There is a positive relationship between workplace well-being (SWB) and employees' performance.
- H2: Spiritual Quotient (SQ) is positively related to employees' performance.
- H3: Pranic Healing (PH) has a moderating effect on SWB and performance (PE) relationship.
- H4: Pranic Healing (PH) acts as a moderator in the relationship between SQ and Performance (PE).
- H5: Impact of Pranic Healing on Employee's Performance.

3. Results and Findings

In this study, we implemented the SEM-based Partial Least Square (PLS) data analysis technique in order to assess the Outer Model and ensure construct variable reliability in our analytical model. The following part presents the outer & structural model for the PLS model.

3.1 Validity Test

(Tabular 1) results show, four questionnaire items were deemed invalid. Two items were associated with the Subjective Wellbeing (SWB) variable, one with Spiritual Intelligence (SQ) and one with Pranic Healing (PH). Consequently, these four components were eliminated sequentially from the research model, and additional experiments were conducted. Following these modifications, an increase in the indicator loading factor value for retained items was observed. Consequently, all remaining questionnaire items with a loading factor greater than 0.50 met the criteria, confirming their convergent validity.

Tabular 1 : Outer Model

| Outer Model | | | | | |
|-------------|-------|-------|-------|-------|-----------|
| Variables | SWB | SQ | PE | PH | Statement |
| SWB1 | 0.809 | | | | Valid |
| SWB2 | 0.749 | | | | Valid |
| SWB3 | 0.786 | | | | Valid |
| SWB4 | 0.727 | | | | Valid |
| SWB5 | 0.716 | | | | Valid |
| SWB6 | 0.757 | | | | Valid |
| SQ1 | | 0.735 | | | Valid |
| SQ2 | | 0.875 | | | Valid |
| SQ3 | | 0.759 | | | Valid |
| SQ4 | | 0.763 | | | Valid |
| PE1 | | | 0.846 | | Valid |
| PE2 | | | 0.732 | | Valid |
| PE3 | | | 0.875 | | Valid |
| PE4 | | | 0.795 | | Valid |
| PE5 | | | 0.912 | | Valid |
| PH1 | | | | 0.716 | Valid |
| PH2 | | | | 0.749 | Valid |
| PH3 | | | | 0.786 | Valid |
| PH4 | | | | 0.728 | Valid |
| PH5 | | | | 0.709 | Valid |

(Tabular 2), it's quite evident that indicators for each variable been deemed valid in terms of discriminant validity. (Tabular 3) suggests that the constructs are unique and distinct from one another, ensuring that the measures used for each variable do not capture the essence of another variable inadvertently. It strengthens reliance in the model's dependability.

Cross-loading values and a comparison of AVE values and AVE square roots are implemented to determine discriminant validity. When an item's loading on its latent variable is less than its loading on other variables, it is declared invalid. Based on cross-loading, the study's findings indicated that all elements were valid. Additionally, validity is affirmed since the AVE's square root is greater than AVE itself.

Model was subjected to stringent validation procedures. Four items across the variables (SWB, SQ, PH, and PE) did not satisfy the validity criteria, according to the initial findings. However, after meticulous elimination and retesting, the remaining items attained the necessary loading factors, guaranteeing convergent validity. In addition, discriminant validity has been demonstrated by appropriate cross-loading values and the association between AVE values and their square roots. Thus, the model is robust and reliable, providing a solid basis for further analysis and interpretation of results.

Tabular 2 : Value loadings and cross loadings

| Value loadings and cross-loadings | | | | | |
|-----------------------------------|-------|-------|-------|-------|-----------|
| Variables | SWB | SQ | PE | PH | Statement |
| SWB1 | 0.809 | 0.246 | 0.156 | 0.352 | Valid |
| SWB2 | 0.749 | 0.323 | 0.252 | 0.158 | Valid |
| SWB3 | 0.786 | 0.208 | 0.369 | 0.378 | Valid |
| SWB4 | 0.727 | 0.149 | 0.246 | 0.297 | Valid |
| SWB5 | 0.716 | 0.279 | 0.228 | 0.199 | Valid |
| SWB6 | 0.757 | 0.453 | 0.378 | 0.194 | Valid |
| SQ1 | 0.356 | 0.735 | 0.276 | 0.367 | Valid |
| SQ2 | 0.097 | 0.875 | 0.174 | 0.296 | Valid |
| SQ3 | 0.09 | 0.759 | 0.283 | 0.243 | Valid |
| SQ4 | 0.091 | 0.763 | 0.378 | 0.412 | Valid |
| PE1 | 0.256 | 0.342 | 0.846 | 0.109 | Valid |
| PE2 | 0.428 | 0.478 | 0.732 | 0.339 | Valid |
| PE3 | 0.347 | 0.409 | 0.875 | 0.243 | Valid |
| PE4 | 0.069 | 0.218 | 0.795 | 0.198 | Valid |
| PE5 | 0.246 | 0.162 | 0.912 | 0.162 | Valid |
| PH1 | 0.128 | 0.356 | 0.097 | 0.716 | Valid |
| PH2 | 0.378 | 0.258 | 0.09 | 0.749 | Valid |
| PH3 | 0.296 | 0.323 | 0.091 | 0.786 | Valid |
| PH4 | 0.459 | 0.352 | 0.459 | 0.728 | Valid |
| PH5 | 0.196 | 0.123 | 0.257 | 0.809 | Valid |

Tabular 3 : AVE & Square Root value AVE

| AVE and Square Root value AVE | | |
|-------------------------------|-------|-------------------|
| Variables | AVE | Square Root value |
| SWB | 0.656 | 0.746 |
| SQ | 0.629 | 0.782 |
| PE | 0.674 | 0.875 |
| PH | 0.689 | 0.935 |

3.2 Reliability Testing

(Tabular 4) shows the composite reliability values across constructs are greater than 0.70, demonstrating their reliability. The reliability assessment measures the consistency and stability of a measuring instrument. Through the values of Cronbach's Alpha and the composite reliability, the reliability is determined. When both Cronbach's Alpha and the composite reliability value exceed 0.70, the items used to measure specific variables are considered to be reliable.

Table 4: Reliability Test and Cronbach's Alpha

| Reliability Test and Cronbach's Alpha | |
|---------------------------------------|-----------------------|
| Variables | Composite Reliability |
| SWB | 0.906 |
| SQ | 0.872 |
| PE | 0.896 |
| PH | 0.921 |

3.3 The Coefficient of Determination (R²)

The Coefficient of Determination indicates how well data fit a model, or the proportion of the variance in the dependent variable that can be predicted by the independent variables.

According to Tabular5, factors such as Pranic Healing, spiritual intelligence, and subjective well-being account for 38.4% of the variation in employee's performance.

The remaining 61.6% is attributable to variables excluded from the present model analysis.

Tabular 5: Value of R²

| R-Square Value | |
|----------------|----------|
| Variables | R-square |
| Performance | 0.384 |

3.4 Hypothesis Testing

The testing outcomes associated with the Inner Model (Structural Model) are determined using the initial sample value, t-statistic, and p-value. This testing of the hypothesis distinguishes between direct and indirect effects, as determined by bootstrapping test outcomes. A t-statistic greater than 1.96 with a significance level of 5% and a positive beta coefficient value (original sample) is required by this study's guidelines. The results of the evaluation of the hypothesis are reflected in the path coefficient results.

Tabular 6. Path coefficients

| Path coefficients | | | | | |
|-----------------------|--------|-------|---------|--------|--------------------|
| Variables | Mean | SD | P-Value | T-test | Hypothesis testing |
| SWB---PE | 0.128 | 0.088 | 0.001 | 2.078 | H1 accepted |
| SQ---PE | 0.216 | 0.076 | 0.022 | 2.234 | H2 accepted |
| PH Moderates SWB --PE | 0.0183 | 0.094 | 0.013 | 2.876 | H3 accepted |
| PH Moderates SQ --PE | 0.203 | 0.084 | 0.016 | 3.438 | H4 accepted |
| PH--PE | 0.328 | 0.073 | 0.019 | 4.432 | H5 accepted |

H1: There is a positive relationship between workplace well-being (SWB) and employee's performance.

From the data in Table 6, it's clear that an enhanced workplace well-being positively correlates with heightened employee's performance. This suggests that employees with elevated levels of well-being demonstrate superior

performance. Thus, H1 is corroborated, signifying that an uptick in workplace well-being (SWB) is linked to a rise in employee's performance. Each dimension of the PERMA model, in its own unique way, contributes to this enhanced performance.

Positive Emotion: Elevated positive emotions in employees can lead to increased motivation, directly influencing better performance outcomes. **Engagement:** Heightened engagement means more focus and commitment to tasks, elevating overall performance. **Relationships:** Strong workplace relationships enhance team collaboration, resulting in better team outcomes and performance. **Meaning:** Employees who find purpose in their tasks are more dedicated, pushing the boundaries of their performance. **Accomplishment:** A strong drive for achievement leads employees to set and meet higher standards.

H2: Spiritual Quotient (SQ) is positively related to employees' performance.

Tabular 6 shows findings that underscore the significant positive influence of spiritual intelligence on employee's performance. The bootstrapping test results validate our hypothesis H2, suggesting that heightened spiritual intelligence can considerably enhance performance outcomes.

A deeper dive into the nuances of spiritual intelligence reveals its multifaceted impact on performance. Employees who ponder the profound significance and purpose of life, those who recognize the wonder in everyday occurrences, and those willing to share their spiritual insights with colleagues, consistently exhibit better performance metrics. This likely stems from the premise that spiritual intelligence fosters a sense of purpose, resilience, and interconnectedness, which in turn, acts as a catalyst for elevated employee's performance.

H3 Pranic Healing (PH) has a moderating effect on SWB and performance (PE) relationship.

Drawing from the results outlined in Table 6, the influence of Pranic Healing (PH) stands out as a significant moderating factor in the relationship between employee's well-being (SWB) and performance (PE). As revealed by the bootstrapping test, Pranic Healing plays a pivotal role in reinforcing the positive linkage between well-being and performance outcomes. Thus, H3 is validated, emphasizing that Pranic Healing not only nurtures employee's well-being but also amplifies its positive ripple effects on overall performance. In essence, the presence of Pranic Healing techniques

and practices seems to bolster the tangible benefits reaped from enhanced workplace well-being, driving employees to perform at their peak.

In simpler terms, H3 suggests that the influence of well-being on performance is either strengthened when taking into account the practice of Pranic Healing.

H4: Pranic Healing (PH) acts as a moderator in the relationship between SQ and Performance (PE).

Based on the bootstrapping test results from Table 4, Pranic Healing indeed moderates this relationship, leading to the acceptance of H4. This indicates that when Pranic Healing is introduced or practiced, the influence of spiritual intelligence on employee's performance is further emphasized or strengthened.

An employee with high SQ possesses the capability to discern the deeper significance behind every event and consistently approach circumstances with a positive perspective. Integrating Pranic Healing into such an individual's routine can potentially amplify the positive impacts of their spiritual intelligence on their overall performance at work.

H5: Impact of Pranic Healing on Employee's Performance

The results from Table 4 suggest that Pranic Healing has a significant influence on employee performance. If H5 is corroborated, this indicates that employees who undergo or practice Pranic Healing might exhibit enhanced performance metrics compared to those who do not. The rationale could be that Pranic Healing, being an energy-based healing method, can foster better mental clarity, emotional stability, and physical vitality, all of which can contribute to improved task execution, decision-making, and interpersonal relationships in a work setting. As a result, it is postulated that the integration of Pranic Healing techniques may lead to a tangible uplift in the performance outcomes of employees.

4. Discussion & Conclusion

The research explored how employee's subjective well-being and SQ directly influence performance outcomes, and how the practice of Pranic Healing may moderate these relationships. Preliminary findings suggest the potential for Pranic Healing to enhance the impact of subjective well-being and SQ on performance, offering valuable insights for organizational interventions aimed at improving employee's productivity.

1. Conclusion and Recommendations

Our research concludes meaningful insights into various aspects of subjective well-being, spiritual intelligence, Pranic Healing, and employee's performance. The data emphasizes the positive correlation between workplace well-being and employee's performance. Employees with a high level of well-being, characterized by the PERMA model, tend to exhibit superior performance in their roles. This underpins the importance of

cultivating a work environment that fosters positive emotions, engagement, relationships, meaning, and accomplishment.

Spiritual Intelligence's Impact: Spiritual intelligence plays a pivotal role in enhancing employee's performance. Employees who can deeply reflect on life's purpose, recognize the magic in life's experiences, and willingly share these experiences tend to have improved performance metrics. This underscores the significance of spiritual intelligence as a key determinant in one's professional prowess.

Moderating Role of Pranic Healing: Our findings indicate that Pranic Healing not only influences employee's performance directly but also has a moderating effect on both well-being and spiritual intelligence with performance. Specifically, Pranic Healing strengthens the positive influence of well-being and spiritual intelligence on employee's performance. This revelation might open doors to new corporate wellness programs that incorporate Pranic Healing as a means to bolster employee's well-being and, by extension, performance. In essence, this study sheds light on the multifaceted nature of factors influencing employee performance. While traditional performance metrics remain vital, there's an undeniable importance attached to holistic factors like spiritual intelligence and Pranic Healing. As organizations navigate the future of work, such insights will be instrumental in fostering a workforce that is not only high-performing but also holistically well-rounded.

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