

# Spiritual Impressions on Entrepreneurship Intentions and Obstacles of Engineering Students

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## Abstract:

**M**any higher education institutions, especially engineering courses, enroll students with a broad range of backgrounds, previous educational experiences, interests, motivations as well as levels of important prior knowledge and skills. In many instances, this diversity is manageable and if handled skillfully can provide substantial benefits to the entrepreneurial context of the engineering students. However, when the distribution of the abilities are such that there are distinct groups of students with academic skills, employability skills, entrepreneur skills, research skills and emotional intelligence skills. There is a limited range of solutions that students may use to manage the difficult situations with spiritual intelligence. The world, in the twenty first century, is unprecedented embracing entrepreneurship development as a more sustainable way of harnessing the potentials of the spiritual man thus ensuring employment generation and economic development. Despite the fact that the study of spirituality in the context of the workplace and leadership is still in its infancy there are mounting evidence that the more an individual is spiritually-based, the more benefits realized by the individual in terms of satisfaction, commitment, productivity, flexibility and creativity. Consequently, this study seeks to examine the importance of the dimensions of spirituality in entrepreneurship development. The introduction of spirituality in entrepreneurship development programs for students is relatively important. Thus, this can be achieved by teaching the students to be connected to God by believing and communicating with him; be connected to their fellow human beings through sound interpersonal relationship; do away with all forms of fears, worries, anger, jealousies and guilt. This is because they are destructive emotions; learn to love their fellow human beings, capabilities and always show commitment in the learning of the requisite skills and learn to always understand and appreciate people.

**Keywords:** entrepreneurship, obstacles, spiritual intelligence, academic skills, intentions.

## I. INTRODUCTION

Many colleges, especially engineering courses, enroll students with a broad range of backgrounds, previous educational experiences, interests, motivations as well as levels of important prior knowledge and skills. In many instances, this diversity is manageable and if handled skillfully can provide substantial benefits to the entrepreneurial context of the engineering students. However, when the distribution of the abilities are such that there are distinct groups of students with academic skills, employability skills, entrepreneur skills, research skills and emotional intelligence skills. There is a limited range of solutions that students may use to manage the difficult situations with spiritual intelligence.

Intelligences are dividing to some groups as following: Physical quotient (PQ), Intelligence quotient (IQ), Emotional quotient (EQ) and spiritual quotient (SQ). Nowadays, it is said that IQ and EQ cannot be responsive to everything. Human beings need the other factor which is called spiritual quotient.[9]. Spiritual quotient is a practical aspect of spirituality. The quotient is a base of all subjects that we believe them. It also is a base of beliefs, values, actions and structure of our lives. Spiritual quotient provides human being's accessibility to the meaning, values and uses of them in the method of thinking and making decision. It also completes human being and gives it united. Spiritual quotient combines spirituality and quotient in a new structure.

Consequently, the more mark of spiritual quotient they get, the more entrepreneurship they show. Also, amongst 3 elements of spiritual quotient, "the ability of facing and interacting problems, "Paying attention to good behavioral characteristics", "self-awareness and interest" have a positive meaningful relationship with entrepreneurship and just "total thinking and religious dimension" of spiritual quotient has no meaningful relationship with employee's entrepreneurship Journey from IQ to EQ and SQ.

Brilliant minds do not necessarily make brilliant managers and the difference is often due to a person's emotional intelligence, the bit that dictates the way we deal with other people and understand our own emotions. In a constantly changing environment, businesses need to innovate and regenerate if they are to remain competitive.

It has become widely accepted that intelligence, or at least what is measured by traditional intelligence tests, is a major predictor of academic performance and work success[3],[4]. In the early part of the last century, two different views regarding the structure of intelligence were proposed. On one hand, Spearman (1927) conceptualized intelligence as being a single factor  $g$  or general intelligence which accounted for the differential performance between individuals

in all areas of human ability. On the other hand, Thurston [10] argued that intelligence was best understood as being a set of seven loosely related primary mental abilities such as numerical reasoning, spatial abilities and verbal comprehension which explained various different aspects of performance.

Hence the content of intelligence tests has traditionally reflected what is regarded as being rational problem-solving abilities or ‘academic intelligence’ [4]. Theories of intelligence have traditionally emphasized that adult IQ is relatively fixed over time. The art of sustained leadership is getting others to produce superior work and high IQ alone is insufficient to that task. One needs to learn and practice emotional intelligence so that under stressed conditions he can still pull out people to perform to their optimum levels [6].

In 1996 Daniel Goleman published Emotional Intelligence which made the acronym EQ, emotional quotient, very talked about topic. Personality theorists consider that personality is composed of a set of stable traits. "Emotional intelligence refers to the capacity for recognizing our own feelings and those of others, for motivating ourselves, and for managing emotions well in ourselves and in our relationships," says Daniel Goleman in his book "Working with Emotional Intelligence" (1999). It describes abilities distinct from, but complementary to, academic intelligence -- the purely cognitive capacities measured by IQ.

Both Mayer, Salovey and Goleman [6][5] maintain that Emotional Intelligence (EI) is potentially incremental and can be developed through training and experience. In the book titled Change Management Excellence by Sarah Cook, Steve Macaulay and Hilary Coldicott, one can learn how to lead and navigate change by employing business, political, spiritual and emotional intelligence. Research shows that emotional intelligence may actually be significantly more important than cognitive ability and technical expertise combined. In fact, some studies indicate that EQ is more than twice as important as standard IQ abilities. Further, evidence increasingly shows that the higher one goes in an organization, the more important EQ can be. For those in leadership positions, emotional intelligence skills account for close to 90 percent of what distinguishes outstanding leaders from those judged as average. EQ is important for business leaders. If they don't read the mood of their staff, team or employees correctly, they can create a sense of frustration and fail to get the best out of people [1]. The link between emotional intelligence and increased performance is intuitively appealing to organizations, particularly to those in the service sector. It was stated that success is more dependent upon the way in which individuals handle their emotions and emotions of others than how smart they were in terms of cognitive intelligence [2].

Zohar, an Oxford teacher and author, and Marshall, a psychiatrist and author introduced the concept of SQ, spiritual quotient. "Spirituality" is the basic feeling of being connected with one's complete self, others, and the entire universe." If a single word best captures the meaning of spirituality and the vital role that it plays in people's lives, that word is "interconnectedness" [7]. The authors contend that while computers have IQ and animals can have EQ, it is SQ that sets humans apart. SQ isn't necessarily connected to religion, although it can be. It is about wholeness, flexibility, self-awareness, compassion, creativity, the ability to ask why, and the like.

Wolman Richard, a psychologist, psychotherapist and a faculty member at Harvard Medical School wrote a book titled—Thinking with your Soul: Spiritual intelligence and Why it Matters! states that everyone has spiritual intelligence and that recognizing and working with it is important for a person's total well-being. He devised PsychoMatrix Spirituality Inventory (PSI), which establishes a person's spirituality profile by measuring seven spiritual factors: divinity, mindfulness, intellectuality, community, extrasensory perception, childhood spirituality and trauma [8].

**A. Background of the Study**

Man is made up of spirit, soul and body. Thus, man can be either spiritual or soulical [19]. A man's spirit is the vital principle or animating force traditionally believed to be the intangible, life affirming force in self and all human beings [12]. It is a state of intimate relationship with the inner self of higher values and morality as well as recognition of the truth of the inner nature of people [11]. People have the intrinsic drive and motivation to learn and find meaning in their work [14]. This spiritual quest is one that emphasizes dynamic process where people seek to discover their potential, an ultimate purpose and a personal relationship with a higher power or being that may or not be called God [20][21]. Therefore, everyone has a spiritual background [15,16]

Table 1 Essential Characteristics of the Entrepreneurial

Ability to take responsibility	Development focused	Planning and organizing
Ability to work under pressure	Experience	Political awareness
Action planning	Exploring and creating	Problem solving
Adaptability/flexibility	Exposure	Self awareness
Analytical ability	Flexibility	Self confidence
Attention to detail	Imagination/creativity	Self promotion
Attitude	Independence/autonomy	Self-management
Basic knowledge	Initiative and enterprise	Teamwork
Communication skills	Learning	Technology
Competency	Negotiation	Time management
Coordinating	Numeracy	Willingness to learn
Coping with uncertainty	Opportunities	Work-Life Balance
Decision making	Opportunities	
Desire to excel	Optimistic	

## **II. PERSONALITY DEVELOPMENT OF STUDENTS**

### **1. Emotional intelligence**

“The capacity for recognising our own feelings and those of others, for motivating ourselves, for managing emotions well in ourselves and in our relationships.” The ability to perceive emotions. The ability to access and generate emotions so as it assists thought. The ability to understand complex emotions and emotional knowledge. The ability to reflectively regulate emotions so as to promote emotional and intellectual growth.

High EI individuals compared to those low on EI are Less aggressive, More empathic, Happier, Have fewer unauthorised absences and exclusions from school, Less depressed, Less stressed, Higher self-esteem, Less lonely, Better quality friendships and sexual relationships.

### **2. Spiritual intelligence**

**2.1 Discernment:** The ability to accurately perceive the spiritual entities that are influencing people, organizations and geographic locations as it applies to their motivations, attitudes, inclinations and mindsets. The ability to apprise the level of spiritual favor and the strength of the human spirit that is present in the triune being of each individual.

**2.2 Knowledge:** The ability to receive facts and pertinent information about the visible dimension/world by communicating with the Spirit world.

**2.3 Wisdom:** Wisdom is the ability to rightly apply knowledge in a way that builds for the future that which was envisioned by the Creator so that we develop a divine ecosystem that yields life.

**2.4 Prophecy:** The ability to foresee the future before it happens. The ability to understand a person, organization or geographic location’s divine purpose and call.

**2.5 Mind of God:** The ability to process all aspects of life from an eternal, timeless and multidimensional perspective. The ability to think supernaturally and perceive the natural world through infinite probabilities and limitless resources that transcends the laws of physics and the restrictions of physical realities.

## **III. ENTREPRENEURSHIP INTENTION**

Proposition 1: There are differences between various engineering courses, as regards the attitude of students towards entrepreneurship.

Proposition 2: Students of an engineering course with management skills demonstrate a positive attitude towards entrepreneurship, more than students in other fields of engineering.

Proposition 3: An engineering student with a family entrepreneur history, demonstrate an intention towards entrepreneurship greater than the engineering student without familial entrepreneurs.

### **1. Entrepreneurship obstacles**

Whether the process of establishing a business is completed successfully also depends on whether the potential entrepreneur is capable of solving the difficulties and problems associated with it. For both entrepreneurs and prevented entrepreneurs, social and financial risks rank among the top three of ten start-up obstacles surveyed with a view to commercial and risk aspects:

For prevented entrepreneurs, risk aspects are a frequent motive for abandoning the plan. In order to allay these concerns, establishing an entrepreneurial culture that does not stigmatize failure would be an approach to promoting business start-up activity.

For emerging entrepreneurs the building of customer relations and acquisition of orders are the most frequently mentioned problems among the difficulties surveyed. An analysis of the market, including a realistic assessment of the competitive situation and the potential demand, should be conducted already in the lead-up to the establishment and supported in the start-up advice.

Financing difficulties are relatively widespread among prevented entrepreneurs, ranking third among the ten surveyed barriers to entrepreneurship. They weigh particularly heavily on unemployed persons, persons with a lower level of education and immigrant background, younger potential entrepreneurs and those with a necessity motive. Access to appropriate financing offers is therefore particularly important for these groups so that promising startups are not thwarted by financing problems

## **IV. SPIRITUALITY**

Hahn D’Errico’s 1998 study found that study participants, organizational development consultants, defined spirituality “in terms of universal principles such as unity, interconnectedness, love, compassion, energy and intuition”. In another study examining transcendence in the organization, Lund Dean (2002) defined spirituality in terms of “employee experiences at work

## **V. SPIRITUALITY AND ENTREPRENEURSHIP**

**Methodology:** The student character plays vital role in improving the performance in entrepreneurship abilities. The Fig.1 explains about the elements of the personality like personal, professional, spiritual and social aspects in the different orientations of the student. Mainly spiritual element is invisible but it maintains the integrity of the bonded element in adding the flavour of the personal, professional and social elements together. Fig.2 explains about the different potential elements of engineering students in terms of the employability, industrial and research skills. Table 1 list out the essential characteristics of the entrepreneurial skills required to start successful business. Fig.3 suggests the

required areas to develop as a whole human being to be a clever person. Fig.4 explains the required probabilities that may arise due to the desire what kind of negative qualities would arise during the process of running earning money if done by keeping the greedy desire of earning money. That would spoil the moral integrity of the personality, suggesting the model of trust worthy person who actually maintains thought, deed and word in equilibrium state.

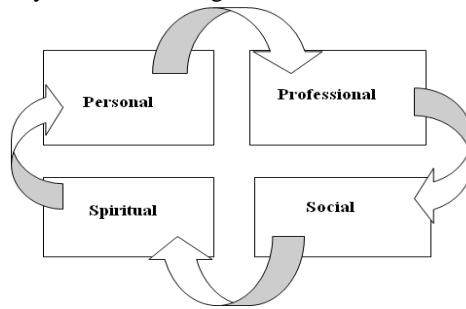


Figure 1 Elements of Character

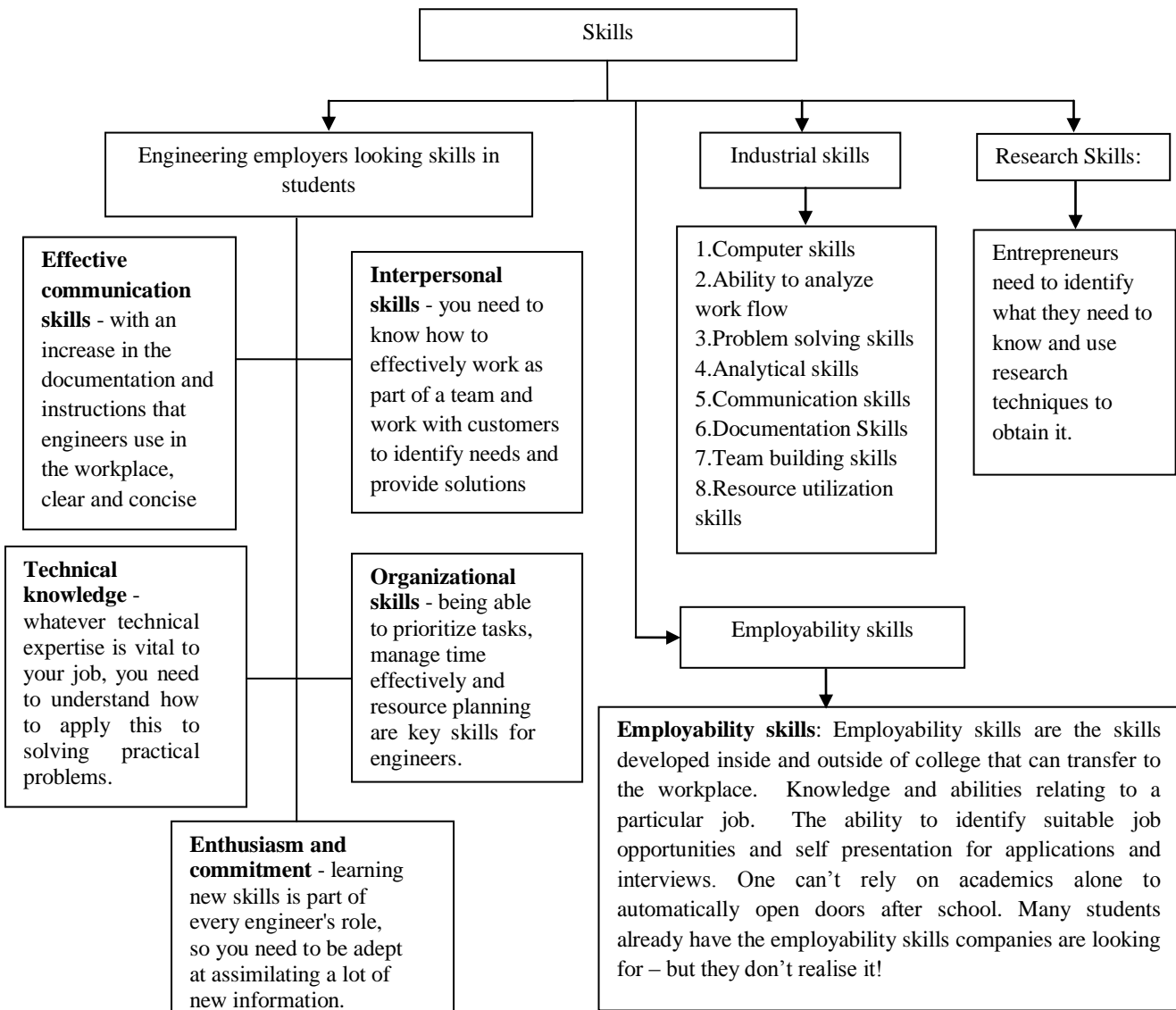


Figure 2 Potential of Engineering Students

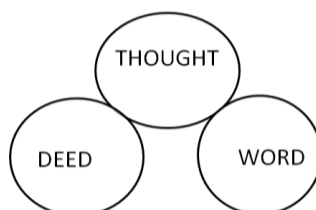


Figure 3 Clever Person Trust Worthy Person

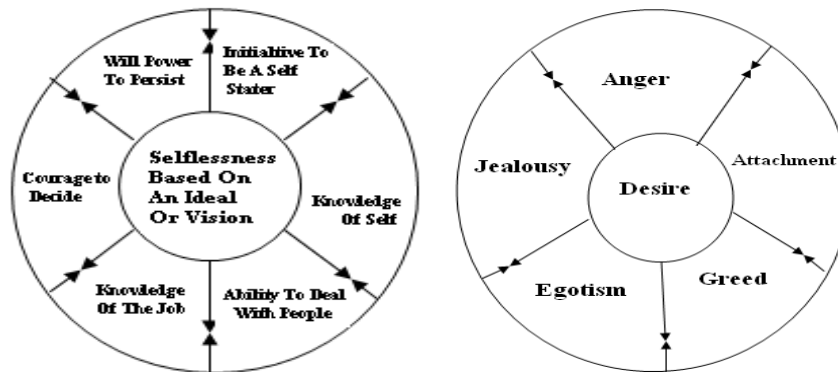


Figure 4 emotions of obstacles of entrepreneurship

## VI. RESULT

When an engineering student try to become an entrepreneur , he would face obstacles certainly which would put him under confusion. To help him spiritual intelligence plays important role in a person who feel alone and taking guidance from the god. Quantification of human emotions and feelings are difficult. So even the justification of faith in god toward the success in entrepreneurship also difficult to do statistically

## VII. DISCUSSION

The world, in the twenty first century, is unprecedented embracing entrepreneurship development as a more sustainable way of harnessing the potentials of the spiritual man thus ensuring employment generation and economic development. This came to be against the backdrop of the shrinking ability of governments and big organizations to create and provide job opportunities for the ever increasing job seekers. Despite the fact that the study of spirituality in the context of the workplace and leadership is still in its infancy [18], there are mounting evidence that the more an individual is spiritually-based, the more benefits realized by the individual in terms of satisfaction, commitment, productivity, flexibility and creativity. However, Kauranui [17] noted that entrepreneurship research remains silent on factors related to spirituality as the body of entrepreneurship literature supplied some of the key motivation factors for pursuing an entrepreneurial lifestyle, little exists to tie spirituality to entrepreneurship. Consequently, this study seeks to examine the importance of the dimensions of spirituality in entrepreneurship development.

## VIII. CONCLUSIONS

The results of the study proved that the introduction of spirituality in entrepreneurship development programmes for students is relatively important. Thus, this can be achieved by teaching the students to be connected to God/god by believing and communicating with him; be connected to their fellow human beings through sound interpersonal relationship; choose a vocation that they are consciously attracted to and that is aligned to their talent; design a future for themselves through their chosen vocation; build their hope/faith of succeeding in the higher power of their God/god, their capabilities and chosen vocations; always bring their spirit, soul and body in the learning of the requisite skills for their chosen vocation and the practice of such vocation; do away with all forms of fears, worries, anger, jealousies and guilt. This is because they are destructive emotions; learn to love their fellow human beings, capabilities and chosen vocation unconditionally; always show commitment in the learning of the requisite skills and the practice of their chosen vocation; and learn to always understand and appreciate people.

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