

**ROLE OF CULTURAL INTELLIGENCE, SOCIAL ADJUSTMENT AND
SPIRITUAL INTELLIGENCE ON MENTAL HEALTH**

A

Thesis submitted

A partial fulfillment of the requirement for the degree of

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THAPAR INSTITUTE
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MAY 2019

CERTIFICATE

This is to certify that thesis entitled **“Role of cultural intelligence, social adjustment and spiritual intelligence on mental health”** being submitted in partial fulfillment of requirement for the award of degree of **Post Graduation Diploma in Psychology in the school of Humanities and Social Sciences, Thapar Institute of Engineering and Technology, Patiala** is a bona fide carried out under the supervision of **Dr.Naveen**, Lecturer, School of Humanities and Social Sciences, Thapar Institute of Engineering and Technology (Deemed to be University), Patiala and that no part of this project has been submitted for the award of any other degree.


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CANDIDATE'S DECLARATION

I hereby declare that the work presented in this thesis entitled "**Role of cultural intelligence, social adjustment and spiritual intelligence on mental health**" being submitted in partial fulfillment of requirement for the award of degree of **Post Graduation Diploma in Psychology**, in the **School of Humanities and Social Sciences, Thapar Institute of Engineering and Technology, Patiala** is authentic record of my own work carried under the supervision of **Dr. Naveen**, Lecturer, School of Humanities and Social Sciences, Thapar Institute of Engineering and Technology (Deemed to be University), Patiala and refers other researcher's work which are duly listed in the reference section.

The matter embodied in the thesis has not formed the basis for the award of any other degree of this or any other university.

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ABSTRACT

The present study examined the effect of Cultural Intelligence, Spiritual Intelligence, and Social Adjustment on Mental Health of the individuals who have worked and lived away from their local area and had interactions with people from various cultural backgrounds. This study was conducted on 100 participants, which include both male and female participants. The individuals from 30 to 50 years of age were included. The questionnaires used were: Four Factor Cultural Intelligence Scale (CQS), (SSRI- 24) The Spiritual Intelligence self – report Inventory, Social Adjustment Inventory, The Mental Health Continuum – (MHC – SF) Keyes, 2005. Results revealed that Cultural Intelligence, Spiritual Intelligence and Social Adjustment have significant relationship with Mental Health (wellbeing).

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CHAPTER - 1

INTRODUCTION

Cultural Intelligence:

Culture is very influential; it affects how we perceive even small things and situations in our lives. This will not be a surprise that how simple idea can be miss-understood, perceived wrongly or may leads to thousands of interpretations, of simple gestures, pattern of the speech and actions which creates non- cooperative situation or a hostile environment in a foreign settings, which can be business related or normal situations that lead to misunderstandings. On the other hand there are people - outsiders, have this ability to interpret the unclear signals and signs of other person as if from the same setting or social group and they responds in the same way the people from the same social group or setting might have. This is what we call Cultural Intelligence. In present world, CQ is an important skill or ability of a person.

According to Daniel Goleman the vital element of CQ is Emotional Intelligence. Who are opulently gifted with this ability, they think many times before acting. It is all about realizing that as every individual is different in different cultures yet similar to each other. We usually stereotype people according to their culture, when we are unaware and don't understand other cultures and follow what other people say and generalize. But, a person with sufficient level of cultural intelligence when exposed to a setting different to his culture, rather than reacting he/ she will observe the situation and follow the pattern of the settings and predict the reaction of the people on the situations.

Cultural Intelligence is an individual's ability to function efficiently in culturally diverse situations. It is a specific intelligence which deals with the measurement of

adaptability and adjustment of an individual in an intellectual setting. Cultural Intelligence can be improved through education and experience. It is the ability of an individual to function in culturally diverse settings. Cultural Intelligence means function successfully in culturally diverse settings. Due to globalization, inter cultural settings, people traveling to different places for work, leisure, migration etc, which made the researchers curious. The interesting part is to see how much people know about the culture they are living in. How they deal with cultural adjustments.

Cultural Intelligence has four basic dimensions – Metacognitive CQ, Cognitive CQ, Motivation CQ and Behavioral CQ.

Early and Ang (2003) reported the idea that these dimensions have specific influence on different cultural settings. MCQ measures the spiritual, intellectual and mental process of used to understand the cultural norms, believes, ability to keep on analyzing and revising knowledge.

Ng, Kok-Yee, et al:2012) CQ is the individual's knowledge of all the systems of the culture and sub-cultures . It is the knowledge of social norms, their legal system, believes, interpersonal framework, values etc. It is the individual's level of education and experience and other skills and abilities, with is innate without the awareness of the culture and other specifics. Level of metacognitive CQ depends on the CQ. Motivational CQ deals with the ability of an individual to direct his attention towards the learning and managing the culturally diverse situations

Cartel's (1971) gave the Investment Theory of intelligence which says that motivational CQ is important for the growth of metacognitiveCQ and cognitiveCQ (Ng, Kok-Yee, et al: 2012). MetacognitveCQ dimension of CQ is important in culturally varied situations.

BehavioralCQ deals with the ability to interact and all the verbal and non-verbal communications we do in a different cultured situation. Hall (1959) mental capabilities are important to exhibit the understandings and appropriate verbal and non-verbal actions, according to the cultural values of the settings. “Your actions shows the host, you understand their culture” (Earley & Mosakowski: 2004).

There are only handful research existing on cultural intelligence and only few studies are there conducted on inter-cultural settings and in Management Setting.

Spiritual Intelligence: Dana Zohar gave the term of – Spiritual Intelligence in her book (1997). In the year 2000, Michal Levin, described the idea of spiritual intelligence which is concerned with the wellbeing of the living. Modern-day researchers are still exploring the practicality of spiritual intelligence (SQ) and are still developing tools to measure and build up. But, at present it is relying on self-assessment tools. Variation of spiritual intelligence is also used in organizations and corporate settings to encourage employees, support non-religious, diverse-sensitive style of problem solving and addressing issues in work place. It is called as the higher dimension of intelligence. Wigglesworth et al., (2012) Spiritual intelligence is “the ability to behave with wisdom and compassion, while maintaining inner and outer peace, regardless of the situation”. With Spiritual Intelligent individual realizes his full potential and transforms his life as compared to the person with lower level of spiritual intelligence who lives his ego.

Zohar and Marshal (2000) “believe that spiritual intelligence makes it easier for the people to solve their day to day problems by giving awareness for their emotions and its reason and association of their body and mind. King (2008) defines SQ as “a set of mental capacities which contribute to the awareness, integration, and adaptive application of the nonmaterial and transcendent aspects of one’s existence, leading to such outcomes as deep

existential reflection, enhancement of meaning, identification of an inspirational self, and mastery of spiritual states”.

There are studies in Neuroscience which confirms that spiritual intelligence correlated with hemispheric synchronization and full brain activation. As a result the full-brain activation increases the brain utility which results in greater fulfillment, improved creativity, sharpened intuition, increase in empathy, increase in compassion and improved presentation of different skills (life and work).

Dana Zohar talked about 12 principles of fundamental spiritual intelligence. They are as follows:

1. Self- awareness: individual’s awareness of what he believes and values and what keeps him obtainable and motivates.
2. Spontaneity: individual’s capability to be in the moment. Living in the moment and being receptive.
3. Being vision & value-led: having principles and deep beliefs.
4. Holism: perceiving the whole thing, can be relationship and
5. Compassion: one’s ability of having empathy.
6. Celebration of diversity: individual’s quality to accept others
7. Field independence: quality of not going with the crowd. Making one’s own decisions.
8. Tendency to ask Questions (why): enthusiasm to learn and comprehend.
9. Humility: having a intellect of knowing one’s true place
10. Ability to reframe: understanding the situation and looking at its wider context.
11. Positive adversity: wisdom from past mistakes, failure and growing with every set back.
12. Sense of vocation: sensitivity of giving back.

Robert Emmons states that “spiritual intelligence is adaptive and use spiritual intelligence to resolve everyday problem and to attain goals”.

Frances Vaughan describes that “Spiritual Intelligence is concerned with the inner life of mind and spirit and the relationship to being in the world”. Cindy Wigglesworth defined the Spiritual Intelligence as “the ability to act with wisdom and compassion, while maintaining inner and outer peace, regardless of the circumstances”.

According to David B. King, “spiritual intelligence is adaptive mental capacities, based on non-materialistic idea of reality.

Vineeth V.Kumar and Manju Mehta also have done wide-ranging research on this idea. The Spiritual Intelligence is “the capacity of an individual to possess a socially pertinent purpose in life by understanding ‘self’ and having a high degree of conscience, compassion and commitment to human values.”

Spiritual intelligence allows us to ask ourselves whether we want to be in that particular state or not on the first place.

Social Adjustment

Social adjustment is the psychological process of adjusting into the society, coping with the changes and values of the society and adjusting and getting along with the people living around as best as a person can be. It is an effort done by the individual to blend in with the society in a positive way or can say, for social acceptance. It is a social skill refers especially to the abilities like- cognition, verbal behavior and non-verbal behavior that are important for social interactions."Social Adjustment may take place by adapting the self to the environment or by changing the environment." - Campbell, Psychiatric Dictionary (1996).

The study published by The National Center For Educational Statistic brought into being the statement, approx. one third of the college students leave without completing. This happens mostly in their 1st year of college.

(Bradburn & Carroll,2002) Previous studies suggests that relationships and associations are important for the student to adjust in the college environment.

Rice, Fitz Gerald, Whaley & Gibbs, 1995; according to the gender social adjustment is as important as academic adjustment.

Mallinckrodt (1994) studied 155 college students who where new there and found that "Personal Adjustment and integration into the social fabric of campus life play a role at least as important as academic factors in students relation." Plentiful studies were carried out in 1990s, discovered that the students need constant support to adjust in their new surroundings.

Dinger, (1999) .social adjustment is the adjustment in various different surroundings. (Campbell, Psychiatric Dictionary,1996). Social adjustment is important for psychological health and it is very fascinating topic for the psychologists.

Social wellbeing consists of two elements- social adjustment and social support. Social adjustment is the outcome of satisfactory social outcome, satisfactory relationships and well adjusted surroundings. Social support is the connection and relations a person have in his environment. It is found that Schizophrenic patients have poorer social adjustment and have deficits in social skills as compared to people with other psychiatric problems. Poor social adjustment levels are also seen in the individuals who are suffering from bipolar disorder. But, the only difference is that it is not sever than schizophrenics. There are lot of research evidence available, of social adjustment and individuals with adjustment problems, individuals suffering from psychological problems. However, there is less evidence available for adults or adults of 30 to 50 years of age group.

Mental Health:

Mental health is the state of wellbeing. It is the efficiency of a person in his work environment and in relationships. It is an absence of mental illness. Mental Health is the socially acceptable level of functioning of the individual. Mentally Healthy person works for the growth of his personal maturity. It is the ability to adjust with the world, effectively, with satisfaction and happiness. It is how we handle the stress, satisfaction from the work. It affects how the individual feel, act and thinks. Mental health is a very important part of our very stage of life (from childhood to adulthood). The healthy mental health allows us to deal with stress, satisfactory or required work productivity, realize their full potential and make meaningful contributions to the society. It is how we think and work.

According to the WHO, “subjective well being, perceived self- efficacy, anatomy, competencies, inter generational dependence and self- actualization of one’s intellectual and emotional potential, among others.”

Mental health is wellbeing of a person – emotionally, socially and psychologically.

CHAPTER – 2

REVIEW OF LITERATURE

Cultural Intelligence and Well-Being

Cultural adaptation serves as the forerunner of well-being.

Kelly and Meyer (1995) called this specific adaptability as cross – cultural adaptability – this is the ability not only explains the adaptation ability of the person but also the satisfactory functioning in culturally diverse setting. When the cross-cultural adaptability is measured by “cross cultural adaptability inventory (CCAI) then it is further divided into 4 dimensions: (ER) emotional resilience , (FO) flexibility/ openness, (PAC) perceptual acuity and (PA) personal autonomy.

Ward, Berno & Main (2000) CCAI is used to measure the cross cultural adaptability. In one of the study, where it is found that (ER) emotional resilience and (FO) flexibility/ openness are related to the psychological and socio cultural adaptation problems, where (PAC) perceptual acuity and (PA) personal autonomy were related to the few socio cultural difficulties.

Maggiore, Johnston, Krings, Massodi and Rossier (2013) this is the second study in which CCAI is used, where emotional resilience was the strongest predictor of psychological wellbeing and perceptual acuity as an important element in socio cultural wellbeing. And it is found that adaptation and wellbeing are positively correlated

Spiritual Intelligence and well-being:

Emmons (2000) stated spirituality as an element of intelligence. It predicts the individual’s capability to function and adapt and solve their problems.

Colalillo (2002) “there is maximum contribution of a good educator to initiate the creativity and spiritual intelligence of the learners.”

Ruiz (2005) studied the use of spirituality by successful educational leaders, to cement their effect and performance in schools. Maximo(2006) studied the relationship between spiritual intelligence and psychological wellbeing of nurses. Data was collected from 270 nurses from hospital of Tehran. After analysis the results showed the significant relationship between spiritual intelligence and psychological wellbeing. It is found that higher the spiritual intelligence, higher the psychological wellbeing. Increasing the purpose in life.

Psychological wellbeing indicates particular importance to the role of spiritual processes as an approach to reach optimum functioning.

On the bases of former studies “WHO” carried out the studies, and the results were that individual’s potential and abilities should be utilized to encourage the individual’s mental health.

Yaghoubi, (Avicenna University of medical science, Hamedan.) carried out a study see the relationship between spiritual intelligence and the level of happiness among the students. The finding of the study showed that there was a significant difference between happiness and spiritual intelligence among the students. The study concluded that increase in spiritual intelligence increases happiness among students,

Social adjustment and well-being:

Adjustment is a the human ability used in every situation. We keep adjusting in the situations and settings to lead a satisfying life. He/ She constantly makes efforts to adjustment himself to his environment for the reason that a wholesome adjustment is essential for leading

a happy life and going fulfillment. Well-being is a versatile notion. It is over and over again considered to be important part of our experiences.

According to the study done on the students of higher secondary school in Coimbatore educational district, to find out the impact of social adjustment on academic achievements. The result concluded from the study that there is no substantial change with reverence to mother tongue, gender, location of school, type of family, educational qualification of parents, occupation of parents, monthly income of parents in their mean score of social adjustment and academic achievement..

According to the study published in International Journal of Public Mental Health and Neuroscience; the main purpose is to study the Mental Health and Social Adjustment among college students. Where total of 90 college students were taken as the sample where 45 were girls and 45 were boys. Mean significant difference between mental health and social adjustment in college students' boys and girls was calculated outcome revealed. The study reveals that there significant co- relation between mental health and social adjustment reveals 0.69 high positive correlations.

CHAPTER – 3

OBJECTIVES:

The objectives framed for the following perusal are:

1. To study the relationship between Cultural Intelligence and Mental Health.
2. To study the relationship between Social Adjustment and Mental Health.
3. To study the relationship between spiritual intelligence and mental health.

HYPOTHESIS:

1. Cultural Intelligence would be positively correlated with wellbeing
2. Social Adjustment would be positively correlated with wellbeing
3. Spiritual Intelligence would be positively correlated with wellbeing.

CHAPTER - 4

METHODOLOGY

Sample:

In this study the total numbers of participants were 100, who worked and lived away from their native place and had interactions with people from varied cultural background. Age group of the participants is between 30 to 50 years.

Design: A correlation design was used to investigate the relationship among the following variables.

Independent Variable - Cultural Intelligence, Spiritual Intelligence, Social Adjustment

Dependent Variable – Mental Health (Well Being)

TOOLS

Four Factor Cultural Intelligence Scale (CQS): There are 4 aspects to CQ: CQ strategy, CQ – knowledge, CQ – motivation, and CQ – behavior. It consists of 20 items. The 7 point scale is used ranging from strongly disagree to strongly agree and scored between,1 to 7. The total score on the scale is obtained by adding all the four sub-dimensions score for total CQ scores or total score by not dividing. Higher the score means higher CQ and same goes for each such dimension as well. (Division or taking score without division won't change the statistical results for various techniques).

Higher the metacognitive quotient, higher the ability of cultural understanding. Also analyzing and planning the action in different cultural settings.

Higher the MQ, more easier the adjustment in diverse/different cultural settings.

(SSRI- 24) The Spiritual Intelligence Self- report Inventory

This questionnaire was constructed by David King, based on spiritual intelligence model (King, 2008; King & DeCicco, 2009). (Validation and reliability were carried out by King (2008) it is a 24 items questionnaire. To get the total score - we have to sum total all the items (* is for reverse coded item)

There are 4 Subscales:

- (i) Critical Existential Thinking (CET)
- (ii) Personal Meaning Production (PMP)
- (iii) Transcendental Awareness (TA)
- (iv) Conscious State Expansion (CSE)

The results shown by the following study, reveals spirituality as a part of intelligence and it is also associated with the cognitive processes like achieving goal and solving the problems. The conclusion of the study is that emotional intelligence permitted us to analyze the situation we are in and then to act in response accordingly.

Social Adjustment Scale:

This inventory was designed by Dr. Roma Pal (1985). This inventory can be used for all age groups. There are two types of scores, e.g., emotional and social adjustment. However, it is better to get the scores of social adjustment as emotional adjustment is a part of social adjustment. Items were chosen, after careful examinations from existing standard inventories, and where necessary, were modified to some extent. A few new items were also included in the light of the explanation of the variables. In the preliminary form, there were 80 items. After the lead study, only 60 items were retained.

This scale consists of 60 items. The items of the scale were divided in to 2 categories. These are as follows serial number items. Social adjustment inventory consisted of 60 items.

Each item has two responses ('Yes' or 'No'). For the subjects response of 'Yes', score of 2 is to be given and 'No' response is to be given 1 score. For getting the emotional adjustment scores (E.A.S.) and social adjustment scores (S.A.S.) the scoring procedure applied the items separately. The scoring is done by counting the number of answers marked below the column, 'YES' or 'NO'. But, accepting response only from one column will give score for only one particular dimension (i.e; social adjustment and emotional adjustment). The above scoring procedure should be applied for the following items separately. For getting the composite scores of social adjustment, the total scores of emotional and social items should be added.

The Mental Health Continuum (MHC – SF): Given by Keyes (2005): It is a 14 item test which assesses 3 components of well being (emotional well being, social well being, social well being and psychological well being). The scoring is done between 0 and 5 and the score ranges from 0 to 70 points. The 6 point scale is used ranging from – never to everyday. The test retest reliability over successive 3 months period is .68 and form 9 months was .69.

Procedure:

This research study was planned to study the effect of Cultural Intelligence, Spiritual Intelligence and Social Adjustment on Mental Health of people who are working or living away from their local area. The participants were from age group ranging from 30 to 50 years. First of all after taking the participant's consent, they were provided five questionnaires of the variables being measured in the study. After giving them the instructions they were asked to mark their responses. They were also instructed to attempt all the items and informed that it took 30 to 45 minutes average time to complete all the questionnaires. At the end it was made sure that participants had responded to all items of the questionnaire. Participants were thanked for their cooperation and participation.

Statistical Analysis:

In order to find the relationship among variables correlation and regression analysis were computed. While computing regression analysis well-being is considered as a criterion variable and cultural intelligence, spiritual intelligence and social adjustment were predictor variables.

CHAPTER – 5

RESULTS

Table Summary of correlation analysis among cultural intelligence, spiritual intelligence, social adjustment and wellbeing

		CULTURAL INTELLIGENCE					SPIRITUAL INTELLIGENCE	SOCIAL ADJUSTMENT	Well-Being			
		MQ	CQ	Motivation	Behavioural	CI total			EW	SW	PW	TWB
CULTURAL INTELLIGENCE	MQ											
	CQ	.531**										
	Motivation	.403**	.285**									
	Behavioural	.343**	.207*	.550**								
	TOTAL	.759**	.752**	.730**	.684**							
	SPIRITUAL INTELLIGENCE	.293**	.253*	.484**	.328**	.450**						
	SOCIAL ADJUSTMENT	0.077	0.059	0.14	0.184	0.15	0.169					
WELL-BEING	EW	.237*	0.094	.300**	.233*	.276**	.225**	0.125				
	SW	.284**	0.126	.323**	.295**	.332**	.212*	0.129	.638**			
	PW	.353**	0.18	.411**	.327**	.411**	.286**	.218*	.642**	.783*		
	TOTAL	.336**	0.157	.394**	.327**	.392**	.273**	0.183	.796**	.923*	.936*	

Correlation results revealed significant relationship between CQ and total well being ($r = .392, p < 0.001$). According to the results Social Adjustment is not significantly correlated with MQ and it further shows that social adjustment does not show significant relationship with CQ, Motivational Quotient, Behavioral Quotient, Total of Cultural Intelligence and Social Intelligence.

Emotional Wellbeing was found significantly correlated with MQ ($r = .237, p < 0.001$). Further it shows that emotional wellbeing is positively correlated to CQ. Motivational Quotient, was also found significantly correlated with emotional wellbeing ($r = .300, p < 0.001$). Behavioral Quotient is also significantly correlated to Emotional wellbeing ($r = .233, p < 0.001$). Results further revealed that emotional wellbeing is significant with total CI ($r = .276, p < 0.001$). Further the result explains that emotional wellbeing is not significant with Social Intelligence.

Social wellbeing was significantly correlated to MQ ($r = .284, p < 0.001$). Social wellbeing was also found not significantly related with CQ. Further, results show that Social Wellbeing is significantly correlated with motivational Quotient ($r = .323, p < 0.001$). Results also suggest that social wellbeing is also having significant relationship with behavioral quotient ($r = .295, p < 0.001$). Cultural Intelligence total was also found significantly correlated with social wellbeing ($r = .332, p < 0.001$). Social well-being is having significant relation with social intelligence ($r = .212, p < 0.001$). Further the result shows that social wellbeing is not significantly correlated with social adjustment.

The correlation of psychological wellbeing results showed significant relationship with MQ ($r = .353, p < 0.001$). Results further show that the relation between CQ and psychological wellbeing is not significant. There is significant relation between Psychological wellbeing and motivational quotient ($r = .411, p < 0.001$). Psychological

wellbeing and behavioral quotient was also significantly correlated ($r = .327, p < 0.001$). Correlation results further explains that psychological wellbeing was significant to CI Total ($r = .411, p < 0.001$). Psychological wellbeing was also found significantly related with spiritual intelligence ($r = .286, p < 0.001$). Results further revealed that psychological wellbeing was significantly correlated with social adjustment ($r = .218, p < 0.001$).

The correlation results further revealed that total wellbeing was significantly correlated to MQ ($r = .336, p < 0.001$). Total wellbeing is not significantly correlated with CQ. Further the result shows that total wellbeing have significant relationship with Motivational Quotient ($r = .394, p < 0.001$). Total wellbeing is also significant with behavioral quotient ($r = .327, p < 0.001$). The total wellbeing was also found significantly correlated with CI Total ($r = .392, p < 0.001$). Total wellbeing was also found significantly correlated with spiritual intelligence ($r = .273, p < 0.001$). Social Adjustment was not significantly related to Total wellbeing.

Table. Summary of regression analysis of well-being as a criterion variable and cultural intelligence, spiritual intelligence and social adjustment as predictor variables.

IV	DV	B	Std. Error	Beta	t	Adj. R²
MQ	Well Being	.913	.238	.336	3.533***	.104
CQ	Well Being	.275	0.175	0.157	1.578***	0.015
Motivation	Well Being	0.981	0.231	0.394	4.239***	0.146
Behavioural	Well Being	0.778	0.227	0.327	3.428***	0.098
CI total	Well Being	0.303	0.072	0.392	4.215***	0.145
SI	Well Being	0.257	0.092	0.273	2.807***	0.065
SA	Well Being	0.537	0.291	0.183	1.848***	0.024

Regression results revealed that metacognitive Quotient (MQ) was positively associated with well-being. Metacognitive Quotient explains 10.4% total variance in well-being, $F(1, 98)=12.485$, $p < 0.001$, MQ significantly contributing to the model ($B= 0.913$, $P<0.001$). Further, Cognitive Quotient (CQ) was also found positively associated with Well-being. Cognitive Quotient explains 1.50% total variance in well being, $F(1, 98) = 2.49$, $P<0.01$, CQ significantly contributing to the model ($B = 0.275$, $P<0.001$).

Motivation Quotient was also found positively associated with wellbeing. It explains 14.6% total variance in wellbeing, $F(1, 98) = 17.968, P < 0.001$, Motivation Quotient significantly contributing to the model ($B = 0.981, P < 0.001$). Regression results also revealed that Behavioral Quotient was positively associated with wellbeing. It explains 9.8% total variance in wellbeing, $F(1, 98) = 11.751, P < 0.001$, Behavioral Quotient also significantly contributing to the model ($B = 0.778, P < 0.001$). CI Total was positively associated with wellbeing. It explains 14.5% total variance in wellbeing, $F(1, 98) = 17.763, P < 0.001$. CI Total significantly contributing to the model ($B = 0.303, P < 0.001$).

Spiritual Intelligence was also found positively associated with well-being. It explains 6.5% of total variance in well-being, $F(1, 98) = 7.881, P < 0.001$, SI also significantly contributed to the model ($B = 0.257, P < 0.001$). Social Adjustment was also positively associated wellbeing. It explains 2.4% of total variance in well-being, $F(1, 98) = 3.415, P < 0.001$, SA significantly contributed to the model ($B = 0.537, P < 0.001$).

CHAPTER – 6

DISSCUSSION

The intend and the purpose of the study is to view the role of cultural intelligence, social intelligence, social adjustment on mental health among those who worked and lived away from their local area and had interactions with people from varied cultural backgrounds and the age group of the participants is 30 to 50 years. The first hypothesis stated that Cultural Intelligence would be positively correlated to wellbeing. Results reveled significant positive correlation and association among the variables. Hence, our hypothesis got accepted. According to Ministry of Education of Taiwan, there was a gradual increase in international students. The studies revealed that this is because of the significant influence by their psychological wellbeing, cultural intelligence which has the capacity to predict the Psychological wellbeing. When the metacognitive Quotient is higher, then the individual is able to understand, analyze and strategize his or her actions and takes more interest in adjusting himself in culturally different settings. Therefore being culturally intelligent makes an individual to cope very well with the adverse situation, which results better well-being

The second hypothesis stated that Social Adjustment would be positively correlated to well being. Our findings reveled positive correlation and association among variables. Hence, our second hypothesis also got accepted. Social adjustment - Is the psychological procedure of adjusting into the society, coping with the changes and values of the society and adjusting and getting along with the people living around as best as an individual can be.

Our third hypothesis stated that Spiritual Intelligence would be positively correlated with well-being. Results reveled positive association between spiritual intelligence and well-being. Therefore our third hypothesis also got accepted. Similar findings was also found in an recent study Maximo (2006). This study investigated the relationship between spiritual

intelligence with purpose in life and psychological well-being among the nurses. The results showed significant positive relationship between spiritual intelligence with psychological well-being and having a purpose in life. Additionally, significant association is there between the components of spiritual which includes - conscious state expansion, personal meaning production, transcendental awareness, and critical existential thinking with psychological well-being.

Limitation

There are few limitation which affects the interpretation and generalization of the results. The sample size included in this study was relatively small. In addition, people included in this study were familiar with the languages being used in their current city. Therefore acculturative stress may be relatively less among the people included in the sample.

Implication

The findings of the present study may be applied in the area of social work, human resource management, and clinical practices. The findings are very useful in human resource management especially among those industry where employees are being haired form various parts of the India. Because India is a multicultural and multilingual country, this aspects of culture is a big challenge and opportunity among people to manage themselves. Hence, our findings also support to float training programme which may help people to develop their cultural intelligence.

Future Direction

The current study has included maximum sample from north India, where the people had arrived from the different part of the country. The future research may put their attention

investigating this relationship by controlling the culture variable. For instance, how a person from Punjabi culture behave in other culture, and what strategy He/ She will apply when confront different culture. Or people from which culture are more flexible and have how much of cultural intelligence and the future research also may concentrate on the acculturative stress as a variable.

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APPENDIX A: CONSENT FORM

The following forms enquire about your thoughts and feeling in variety of situations. Read each item carefully and respond accordingly. There are no right or wrong responses, answer as honestly as possible. All personal information gathered during test will remain confidential.

I, _____, hereby give my consent for participating in this study. I am aware about its further use and have read and understood the above information.

Age:

Gender:

(Signature)

APPENDIX B: The Cultural Intelligence Scale (CQS)

Read each statement and select the response that best describes your capabilities.

Select the answer that best describes you AS YOU REALLY ARE (1 = strongly disagree, 7 = strongly agree)

CQ Factor	Questionnaire Items							
Metacognitive CQ:		1	2	3	4	5	6	7
MC 1	I am conscious of the cultural knowledge I use when interacting with people with different cultural backgrounds							
MC 2	I adjust my cultural knowledge as I interact with people from a culture that is unfair to me.							
MC 3	I am conscious of the cultural knowledge I apply to cross-cultural interactions.							
MC 4	I check the accuracy of my cultural knowledge as I interact with people from different cultures.							
Cognitive CQ:								
COG 1	I know the legal and economic systems of other cultures.							
COG 2	I know the rules (e.g., vocabulary, grammar) of other cultures.							
COG 3	I know the cultural values and religious beliefs of other cultures.							
COG 4	I know the marriage systems of other cultures.							
COG 5	I know the arts and crafts of other cultures.							
COG 6	I know the rules for expressing non-verbal behavior in other cultures.							
Motivational CQ:								
MOT 1	I enjoy the interaction with people from different cultures.							
MOT 2	I am confident that I can socialize with social with locals in a culture that is unfamiliar to me.							
MOT 3	I am sure I can deal with the stresses of adjusting to a culture that is new to me.							

MOT 4	I enjoy living in cultures that are unfamiliar to me.							
MOT 5	I am confident that I can get accustomed to the shopping conditions in a different culture.							
Behavioral CQ:								
BEH 1	I change my verbal behavior (e.g., accent, tone) when a cross- cultural interaction requires it.							
BEH 2	I use pause and silence differently to suit different cross- cultural situations.							
BEH 3	I vary the rate of my speaking when a cross- cultural situation requires it.							
BEH 4	I change my non- verbal behavior when a cross- cultural situation requires it.							
BEH 5	I alter my facial expressions when a cross- cultural interaction requires it.							

APPENDIX C: Social Adjustment Inventory

Instructions: There are sixty statements followed by ‘YES’ ‘NO’ responses, kindly go through them carefully. If you agree with the statement then tick (v) mark before ‘YES’ and if you don’t agree then tick (v) mark before ‘NO’. Respond to all statements without leaving any. There is no time limit but still try to complete it, at the earliest.

Questionnaire Items		Yes	No
1	Minute things trouble me so much that I often feel sad		
2	I agree with the fact that one should take active part in customs and rituals		
3	I often get afraid in talking with others		
4	I am often baffled while facing a problem whether it may minute or tough		
5	I get pleasure in respecting the aged people of the society		
6	Not only my family members but the neighbors also often like my views		
7	My eyes get wet on seeing anybody in trouble or distress		
8	When anybody supersedes me, I feel jealousy		
9	I fear to go out alone in the night		
10	It has become my habit to take active part in social functions		
11	I agree that one should lead a joyful life		
12	Whenever things are not of my wish, I get angry.		
13	Whatever plan my friends or colleagues make, they certainly take my suggestion		
14	It is better to make good friends than earn more money		
15	When my younger brother or sister do not accept my advice, I get angry		
16	I get frighten even at the name of examination		
17	I don’t harass others for my pleasure		
18	Often I get nervous at the feeling that I am a burden for my family		

19	While traveling, people become my friends due to my behavior		
20	I never want to make joke of others		
21	If anybody insults me I become very much excited		
22	I feel that most of my ideas and theories match with others		
23	Even at simple jokes of people I get angry and like to bear them		
24	I don't hesitate even in mixing up with low caste people		
25	Often it occurs in my mind to run away from home		
26	In my views, for the progress of society it is essential that boys and girls should get married in different caste		
27	When my friends criticize me without any cause then I feel sad		
28	Even if I know my friends criticize me I do not say anything but I become upset for several		
29	In election I vote for such party or candidate which works for the upliftment of the society		
30	In spite of familial dispute if anybody is dejected, I try my best to help him		
31	I like to leave some of my habits but can't do so		
32	I feel pleasure on seeing others happiness or progress		
33	Often I get tired and feel monotony even at the slightest work		
34	However disturbed I may be but I don't stay back from helping the needy people		
35	I can't work for long time even if the job is of my interest		
36	I altogether agree with the fact that it is better to break the promise rather than keeping it		
37	While helping I don't consider even my loss		
38	I do not feel hesitation or fear even among unknown people		
39	Even the simplest event upsets me so much that can't sleep		

40	I satisfy even the unknown people with my behavior		
41	Even after hard labor I can't complete my work in time		
42	Often it occurs in my mind that, nobody loves me		
43	It is my interest to take active part in cultural programs		
44	In my views it is better to work in group rather than individually		
45	I like to cry loudly whenever after being innocent I am being considered as a culprit		
46	In my views competition and cooperation is essential for of the society		
47	Often I feel sleepy while reading		
48	I don't have any problem in mixing up with people		
49	Often it occurs in my mind that it is better to die rather than remain alive		
50	I can't speak frankly in front of unknown people		
51	I have affectionate terms with my neighbors		
52	I enjoy playing jokes with people in the parties		
53	Even the simplest events upset me s much that I can't take it out of my mind for several days		
54	Inspite of being busy it is my habit to help anyone who is in trouble		
55	I get upset on seeing other progress		
56	Before taking decision I certainly take others suggestion		
57	When I don't get the desired thing, I become so angry that I even loose self-control		
58	After much thinking, I place my views before the friends and they accept it without any hesitation		
59	Before accepting social customs and rituals I judge its utility and take decision		
60	When anybody is annoyed with me, I feel dejected		

APPENDIX D: The Spiritual Intelligence self – report Inventory

Instructions: the following statements are designed to measure various behaviors, thought processes. Read the statement carefully and choose which one of the five possible responses best reflects you by circling the corresponding number. If you are not sure, or if a statement does not seem to apply to you, choose the answer that seems the best. Please answer honestly and make responses based on how actually are rather than how would like to be.

Five possible responses:

0 = not at all true of me

1 =not very true of me

2 = somewhat true of me

3 = very true of me

4 = completely describes me

Questionnaire Items:		0	1	2	3	4	5
1	I have often questioned or pondered the nature of reality						
2	I recognize aspect of myself that are deeper than my physical body						
3	I have spent time contemplating the purpose or reason for my existence						
4	I am able to enter higher states of consciousness or awareness						
5	I am able to deeply contemplate what happens after death						
6	It is difficult for me to sense anything other than the physical and material						
7	My ability to find meaning and purpose in life helps me adapt to stressful situation						
8	I can control when I enter higher states of consciousness or awareness						

9	I have developed my own theories about such things as life, death, reality and existence					
10	I am aware of deeper connection between myself and other people					
11	I am able to define a purpose or reason for my life					
12	I am able to define a purpose or reason for my life					
13	I frequently contemplate the meaning of events in my life					
14	I define myself by my deeper, non- physical self					
15	When I experience a failure, I am still able to find meaning in it					
16	I often see issues and choice more clearly while in higher states of consciousness/ awareness					
17	I have often contemplate the relationship between human beings and the rest of the universe					
18	I am highly aware of the non-material aspects of life					
19	I am able to make decisions according to my purpose in life					
20	I recognize qualities in people which are more meaningful than their body, personality or emotions					
21	I have deeply contemplated whether or not there is some greater power or force (e.g., God, goddesses, divine being, higher energy etc.)					
22	Recognizing the non- material aspects of life help me feel centered					
23	I am able to find meaning and purpose in my everyday experiences					
24	I have developed my own techniques for entering higher states of consciousness or awareness					

APPENDIX E: The Mental Health Continuum – (MHC – SF)

Instruction: Answer the following questions are about how you have been feeling during the past month. Place a check mark in the box that best represents how often you have experienced or felt the following:

During the past month, how often did you feel...

	Questionnaire Items:	1	2	3	4	5	6
1	Happy						
2	Interested in life						
3	Satisfied with life						
4	That you had something important to contribute to society						
5	That you belong to a community (like a social group, or your neighborhood)						
6	That our society is a good place, or a becoming a better place, for all people						
7	That people are basically good						
8	That the way our society works makes sense to you						
9	That you liked most parts of your personality						
10	Good at managing the responsibility of your daily life						
11	That you had warm and trusting relationship with others						
12	That you had experiences that challenge you to grow and become a better person						
13	Confident to think or express your own ideas and opinions						
14	That your life has a sense of direction or meaning to it						