

# An Empirical Analysis of Consciousness Quotient and its Impact on Job Performance in an Organisation

Namita Aggarwal\*

University of Delhi, Delhi -110007, India; namitaaggarwal14@gmail.com

## Abstract

**Purpose:** This paper has been designed to measure the Consciousness Quotient of an individual by means of a questionnaire. Also a correlation between CQ with job performance in organisation is studied. **Result:** This study puts lot of light on concept of Consciousness Quotient. The comprehensive data analysis is been done that helps in understanding the impact of CQ on Job Performance of employees in institutes of higher learning. The present model has been established to see how employees feel connected at work. **Conclusion:** The study provides a positive relation and positive impact of Consciousness Quotient on the Job performance of employees working in organisation. To see the impact of variables various statistical techniques like correlation, regression, t-test, Anova have been applied in the paper.

**Keywords:** Annova, Consciousness, Human Intelligence, Life Force, Quotient, t-test

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## 1. Introduction

Discoveries in recent times have managed to find out views on material science, spiritual wisdom, and human intelligence. It is interesting to state that consciousness is applied when we alter our all the actions and thoughts that belongs to us of routine nature for a very purpose. In other words, "it is when a purpose or result can be achieved by alternative means that consciousness is called upon" (Aggarwal, 2013)<sup>1</sup>. Wilber (2000)<sup>30</sup> has stated "that human evolution will progress as a collective endeavour of humanity". Feuerstein (1987)<sup>17</sup> advocated that it will be those individuals in the new consciousness who will draw the rest of humanity from the old to the new. "The consciousness is just like a wave in human evolution and development that progresses".

## 2. Rationale of the Study

The research highlights the various determinants of Consciousness namely as mental, emotional, physical, social, spiritual form of person. The concept is highlighted about development of consciousness by means of experiences. This paper also gives insight that CQ (Consciousness Quotient) forms a positive relation and influence the performance of a employees in organisation. Moreover, the study of consciousness is a great help for higher learning Institutions where humans do decision making with respect to public funds, and an important role is leaded in the development of the skills and knowledge of employees.

## 3. Literature Review

Consciousness is discussed in the behavioural sciences as a key factor that relates between individuals and organizations. "The first concept associated with consciousness is 'awareness'. Awareness is more applied to a limited now-here moment, while consciousness has been defined general ability" (Aggarwal, 2013). Baars (1997)<sup>3</sup> propose on "empirical contrasts between pairs of conscious and unconscious events. He says Conscious experience seems to create access too many independent knowledge sources in the brain, most of them quite unconscious". Willingham (1997)<sup>29</sup> describes "this as creative unconscious or the I Am. This allows our life force to tap into an intellectual and emotional energy". "This state of being is known as Enlightenment or in other terms it is known as being fully conscious or self realized" (Hawkins, 2003). Laurel & Cormick (2010)<sup>22</sup> "elucidate the experience of no-self at advanced stages of consciousness toward enlightenment and to discern qualities of the living out of the experience". Bucke (2004)<sup>9</sup> posited "term transpersonal mode of consciousness" which means, "an awareness of the universal mind and one's unity with it". "Spiritually, consciousness is as vast as the universe, both known and unknown". Gutzke (1975)<sup>19</sup> states for human experience, that it is the human identity that is composed of body, mind, and soul to reflect a fullness of one's identity. William (2003)<sup>28</sup> describes the relationship between "leaders" and "organizational visions". This use of higher consciousness "provides a mechanism for assisting in understanding

the future vectors of businesses and organizations”. Chalmers (1995)<sup>11</sup> observes it is commonly supposed that consciousness is caused physically even though “we have no good explanation of why and how it so arises”.

## 4. Consciousness and Performance

Harung, Heaton, Graff, & Alexander (1996)<sup>20</sup> describes “higher stages of psychological development” can improve the productivity of “knowledge workers”. They posited that “developmental shifts” would enhance a “person’s capacity for productivity”. Sri Aurobindo (1970)<sup>2</sup> describes “the order of higher planes of consciousness”, which form the channel between “individual”

and “Divine”. Schmidt, Alexander, & Swanson (1996)<sup>25</sup> “proposed Meditation Technique for developing consciousness and human potential”. They found regular practising “Transcendental Meditation Technique” leads to “significant improvements in productivity”.

## 5. Development of Consciousness Quotient

Brazdau (2008)<sup>5</sup> defined “CQ measures the amount of access we have simultaneously to information from the vast field of consciousness – from what’s possible”.

**Table 1.** Determinants of Consciousness Quotient

S. No.	Determinant	Description	No. Of Items
1.	Physical Consciousness	Ability of being conscious of the body elements	8
2.	Emotional Consciousness	Ability of being conscious of your own emotions and feelings	10
3.	Cognitive Consciousness	Ability of being conscious of your own mental thoughts and ideas	9
4.	Spiritual Consciousness	Ability of being conscious about yourself as a part of the universe	13
5.	Social – Relational Consciousness	Ability of being conscious about human relationships and the connections with the people you interact with	9
6.	Self-Consciousness	Ability of being conscious about your own self	13

## 6. Research Objectives

1. To study the construct of Human Consciousness Quotient.
2. To study the difference in CQ of employees with respect to their gender.
3. To study the difference in Job Performance of employees with respect to their gender.
4. To find the correlation among CQ and Job performance of employees.
5. To study the significance of Consciousness Quotient in predicting the Job Performance of employees with respect to level in organisation.
6. To study the significance of Consciousness Quotient in predicting the Job Performance of employees with respect to age.

**H03: There is no significant relationship among CQ and Job Performance of employees.**

**HA3: There is a significant positive relationship among CQ and Job Performance of employees.**

**H04: There is no significant effect CQ on job performance of employees.**

**HA4: There is a significant positive effect of CQ on employee Job Performance of employees.**

**H05: There is no significant impact of age on CQ.**

**HA5: There is a significant positive impact of age on CQ.**

**H06: There is no significant impact of change in level of organization on CQ.**

**HA6: There is a significant impact of change in level of organisation on CQ.**

## 7. Hypotheses of the Study

**H01: There is no significant difference of mean scores among male and female responses about CQ.**

**HA1: There is significant difference of mean scores among male and female responses about CQ.**

**H02: There is no significant difference of mean scores among male and female responses about Job Performance.**

**HA2: There is significant difference of mean scores among male and female responses about Job Performance.**

## 8. Research Methodology

### 8.1 Research Design

The sampling area was Education sector. The structured questionnaire was used for data collection that had three parts. First part included questions about demographic profile of respondents. Second part based on questions of Experience about consciousness, that had six determinants (discussed earlier in Table 1) related to scale developed by Brazdau (2008). Also certain question depend on items extracted from study of Ryff & Keyes

(1995)<sup>24</sup> who gave a “theoretical model of psychological well-being that encompasses 6 distinct dimensions of wellness” (Ryff, 1989b). Third part consisted of Employees Job Performance, from the scale developed by Williams and Anderson (1991) is considered. It is a 21 items scale to measure in role performance. Five negatively phrased questions were reverse coded.

## 8.2 Sample Size

The sample of 151 respondents from Delhi University has been taken into consideration. The questionnaire was distributed to male and female teachers of different age groups, and were asked to answer questions based on five point Likert scale ranging from strongly disagree (1) to strongly agree (5). Total 132 questionnaires were filled and only 105 were considered valid for the study. The study meant to test items for their suitability and practicability. Participants had 85 Assistant Professors and 20 Associate Professors, females being 80 of the 105 respondents.

## 8.3 Formulation of Construct and Scale Reliability

The second stage of questionnaire dealt with the set of seven constructs corresponding to different perceptual statements extracted from the previous studies. There is a set of 66 statements that has been classified corresponding to seven constructs. Out of these, forty five set of statements referred to the CQ of employee divided across 6 factors which is taken as independent variable in study. The remaining twenty one statements were used to measure the dependent variables.

# 9. Data Analysis

## 9.1 Testing of Reliability of the Scale

Cronbach's Alpha is used to measure of internal consistency (“reliability”). It determine the degree to which all of the items measured the same construct based on internal consistency. The value for Cronbach's Alpha for the 66 items was found to be .764 greater than 0.7 which is the commonly accepted threshold (Nunnally and Berstein, 1994), hence laying foundation for further analysis.

1. The Cronbach's alpha for the Consciousness scale consisting of 45 items came out to be 0.825.

2. The Cronbach's alpha for performance scale came out to be 0.895, stating that the internal reliability of both the scale is very good. The results show Cronbach's alpha of .90 if the item no. 13, 15 is deleted.

**Table 2.** Reliability Statistics

Variables	Cronbach's Alpha	N of Items
CQ	0.825	45
J.P.	0.895	21

**Normality of the data for t-test:** One sample Kolmogorov-Smirnov Test has been checked and data of both the variables JP and CQ came to be normal at 0.998 and 0.621 respectively. The level of significance is at  $p > 0.05$  (Field, A., 2009)<sup>18</sup>.

## 9.2 Demographic Effects on basis of Gender

**Testing H01: There is no significant difference of mean scores among male and female responses about CQ.**

The significance value is .045 i.e. below 0.05, which means there is significant difference in the mean values of male (M= 155.8750) and female (M=167.5909) respondents. So, the null hypothesis is rejected.

**Testing H02: There is no significant difference of mean scores among male and female responses about Job Performance.**

The significance value is 0.304 i.e. above 0.05, which means there is no significant difference in the mean values of male and female respondents. So, the null hypothesis is failed to reject.

## 9.3 Testing hypotheses 3

According to the table no. 4, it is stated that the correlation of CQ with the job performance is significant at 0.01 level (2-tailed). Here in Pearson's correlation, the value for a Pearson's can fall between 0.00 (no correlation) and 1.00 (perfect correlation). There is a significant positive correlation among variables, and the correlation value found to be 0.644, which is high degree of correlation. So, definitely the null hypothesis is rejected in favour of the alternate hypothesis.

**Table 3.** Group Statistics

Variables	GENDER	N	Mean	Std. Deviation	Std. Error Mean
CQ	MALE	25	155.8750	19.50412	6.89575
	FEMALE	80	167.5909	10.83934	2.31096
EMPLY_JOB PERFORMANCE	MALE	25	77.1250	10.85538	3.83796
	FEMALE	80	81.7273	10.58382	2.25648

Source: SPSS Output

**Table 4.** Correlations: CQ and JP

Variables		CQ	E_JP
CQ	Pearson Correlation	1	<b>0.644**</b>
	Sig. (2-tailed)		0.000
	N	105	105
E_JP	Pearson Correlation	<b>0.644**</b>	1
	Sig. (2-tailed)	0.000	
	N	105	105

\*\* .Correlation is significant at the 0.01 level (2-tailed).

Correlations will measure ‘the degree to which two variables are related’. Higher value signifies greater level of correlation between two variables. There is found to be high correlation between the CQ and the job performance.

### 9.4 Testing of hypothesis 5 and 6

From Table 5, the significance value is 0.803 i.e. above 0.05. So, the null hypothesis is failed to reject and there is a significant impact of age on CQ. The test data has been found to be normal for Anova. Test for homogeneity of variances is 2.887 at significance level of .074.

**Table 5.** Impact of age on CQ : ANOVA

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	218.193	3	72.731	0.331	<b>0.803</b>
Within Groups	5717.274	101	219.895		
Total	5935.467	104			

From Table 6, the significance value 0.423 is above 0.05 so we accept null hypothesis and state there is found to be significant impact of change in level of organization on CQ.

**Table 8.** ANOVA application

Model	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	1370.390	1	1370.390	19.870	0.000 <sup>b</sup>
	Residual	1931.110	104	68.968		
	Total	3301.500	105			

a. Dependent Variable: E\_JP

b. Predictors: (Constant), CQ

**Table 9.** Unstandardized Coefficient Vs. Standardize Coefficient

Model	Unstandardized Coefficients	Standardized Coefficients	T	Sig.	
	B	Std. Error	Beta		
1	(Constant)	1.474	17.793	0.083	0.935
	CQ	0.481	0.108	0.644	4.458

**Table 6.** Impact of change in level of organization on CQ

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	366.505	2	183.253	0.888	<b>0.423</b>
Within Groups	5568.962	102	206.258		
Total	5935.467	104			

### 9.5 Regression test on CQ and JP

**Table 7.** Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.644 <sup>a</sup>	0.415	0.394	8.30471

a. Predictors: (Constant), CQ

The effect of the CQ over job performance was tested by linear regression analysis. The result of test suggest that the value of R-Square is 0.415 and Adjusted R Square is 0.394 therefore it can be said CQ has explained 42% of employee job performance or 42% of the variation in job performance can be explained by variability in a person’s CQ t-value is 4.458 which indicates the variable’s “statistical significance”. The t-value of 2 or higher indicates statistical significance. If the value of F is statistically significant at a level of 0.05 or less, this suggests a linear relationship among the variables. Statistical significance at a 0.05 level means there exists 95 percent chance that the relationship among the variables is not due to chance. Column B in the table 9, gives the values that regression coefficients and the constant, which is the expected value of the dependent variable when the values of the independent variables equal zero.

**Linear Regression Equation:  $Y = 0.481x + 1.474$**

Where X= CQ (independent variable), Y= Employee Job Performance (dependent variable). **These values represent the extent of the value of CQ contributing towards value of the Employee Job Performance where p-value = 0.000 at F (1, 28) =19.870.** Here the value is less than 0.05 hence null hypotheses is rejected and both CQ and JP are significantly related to each other. Employees with higher CQ, performs better. ( $R^2=.415$ ,  $F(1, 28) =19.870$ ,  $p<.001$ ). So, this criterion suggest that when people are highly conscious they perform better. Therefore, null hypothesis four is rejected in favour of alternate hypothesis and it is inferred that there exists a significant positive effect of higher level of CQ on employee Job Performance.

## 10. Conclusion of the Study

The study is meaningful as construct of CQ is understood in detail with help of its determinants and how CQ impacts job performance of individual in an organisation. The majority of literature review that is discussed provides explanation to the term Consciousness Quotient and also through light on this subject making it simplified to be understood as a variable.

## 11. Limitation of the Study

This was an attempt to identify existence of phenomena, and to relate it with organisational variables, which though theoretically anticipated, has not been tested much. I basically strive to get a relationship between CQ and job performance in education sector.

## 12. Recommendations

The study highlights the importance and requirement of awareness about Self Consciousness activities. It also provides a link and relationship between two concepts. The high correlation is achieved that suggests a greater management of CQ for affecting employee's performance and connectivity. These techniques could be like yoga or meditation. Practicing these is essential so that employee feel connected to their work to bring out higher performance.

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## Annexure-I

### AN EMPIRICAL ANALYSIS OF CONSCIOUSNESS QUOTIENT AND ITS IMPACT ON JOB PERFORMANCE IN AN ORGANISATION

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