

**CONFIRMING THE COMPARISON OF THE INFLUENCE
OF SPIRITUAL AND ADVERSITY QUOTIENTS TO JOB PERFORMANCE:
A CONFIRMATORY EMPIRICAL STUDY**

ABSTRACT

Firstly, preceding researches upon Spiritual Quotient and job performance submit that one's Spiritual Quotient influences his job performance (D Israel *et al*, 2009; Walker, 2013; Adhiatma, Fachrunissa and Mutammiah, 2014; Eslami, Eslami and Motawallian Bafghi, 2015 and Malik and Tarik, 2016). As is the case of the preceding researches upon Adversity Quotient and job performance (Johnson, 2005; Le Thi, 2007; Balasubramanie *et al*, 2014; Bautista, 2015 and Ablana, Cabrera and Isidro, 2016). Secondly, a preceding research submits that one's job performance is influenced by his Spiritual Quotient more than by his Adversity Quotient (Wasutiningsih, 2012). Subsequently, with one's success' nowadays accounting for the importance of his Spiritual Quotient and Adversity Quotient (Kumar and Pawar, 2015 and Bautista, 2015), this confirmatory empirical research aims at confirming the comparison of the influence of one's Spiritual Quotient and Adversity Quotient towards his job performance. Moreover, hypotheses upon the influence of one's Spiritual Quotient and Adversity Quotient towards his job performance are developed out of the theoretical framework and examined by regressive examinations. A questionnaire comprising *Spiritual Intelligence Self-Report Inventory Version 24*, *Quick Take Adversity Response Profile* and *Performance Evaluation Items* Questionnaires were administered to hundreds of respondents, yielding two hundred and fifty three usable responses upon account of time constraint and a statistical examination. This research in conclusion confirms that one's job performance is as a matter of fact influenced by his Adversity Quotient more than by his Spiritual Quotient, albeit his Spiritual Quotient and Adversity Quotient profiles, thus serving as the latest finding of the researches upon Spiritual Quotient, Adversity Quotient and job performance. A significant linear correlation between one's Spiritual Quotient and Adversity Quotient towards his job performance is identified as well. Lastly, the academic and managerial contributions of this research are made.

Keywords: Spiritual Quotient, Adversity Quotient, job performance, influence, comparison, confirmatory, empirical