



Notice for the PhD Viva Voce Examination

Ms Soumya S Nair, Registration Number: 2070020, PhD Scholar at the Department of Commerce, School of Commerce, Finance and Accountancy, CHRIST (Deemed to be University) will defend her PhD thesis at the public viva-voce examination on Tuesday, 30 June 2026 at 02.00 pm in Room No. 044, Ground Floor, R&D Block, CHRIST (Deemed to be University), Bengaluru - 560029, Karnataka, India.

Title of the Thesis	:	Impact of Emotional Intelligence and Spiritual Intelligence on Burnout and Job Satisfaction: A Comparative Study amongst Academicians and Information Technology Professionals in Bengaluru
Discipline	:	Commerce
External Examiner - I	:	Dr Biju John M Professor Department of Arts and Humanities St. Thomas' College (Autonomous), Thrissur Keerankulangara, Thrissur - 680001 Kerala
External Examiner - II	:	Dr Purnima Rao Associate Professor Department of Finance and Accounting Fortune Institute of International Business New Delhi - 110057
Supervisor	:	Dr Rejoice Thomas Associate Professor Department of Professional Studies School of Commerce, Finance and Accountancy CHRIST (Deemed to be University) Bengaluru - 560029 Karnataka

The members of the Research Advisory Committee of the Scholar, the faculty members of the Department and the School, interested experts and research scholars of all the branches of research are cordially invited to attend this open viva-voce examination.

Registrar (Academics)

Place: Bengaluru
Date: 23 June 2026

ABSTRACT

Workplace productivity and Job satisfaction are considered as the two most valuable components for any companies' success. The current study focus on the role of Emotional Intelligence and Spiritual Intelligence in changing the state of Burnout and Job Satisfaction amongst two categories of varied Knowledge workers, viz, Academicians and IT Professionals. An extensive research strategy was adopted after Systematic Literature review to analyse and conclude the impact of EI and SI on employee burnout and Job Satisfaction using SEM Analysis. The study exhibits the fact that the EI and SI tend to impact the levels of Burnout and Job Satisfaction and also explores the difference in this impact based on the moderating effect of demographic variables which is statistically proven. After a survey of 800 professionals including Academicians and IT Professionals, based on the factors determining the SI and EI of professionals, it concluded that a moderating effect of profession, Age and gender exist on the impact of Emotional Intelligence on Burnout and Job Satisfaction. The study states that Academicians have higher levels of Job Satisfaction, EI and SI and lower levels of Burnout when compared to the IT Professionals, the impact being derived by EI and SI. The results highlight the relevance of understanding ways to enhance EI and SI amongst professionals which helps in reducing Burnout and enhancing Job Satisfaction which in turn improves the productivity of professionals and reduces the amount of stress faced by them. The analysis reveals a profound moderating effect of the profession, age and gender on the impact of EI on Burnout and Job satisfaction amongst IT Professionals and Academicians. In the comparative analysis, it was discovered that Academicians tend to exhibit a higher emotional and spiritual Intelligence. Also, the analysis reveals that the Profession, Age and gender does not moderate the impact of SI on Burnout and Job Satisfaction amongst both professionals. So, the results of the study derives the fact that professionals' EI changes with their Profession, Age and Gender thereby changing their levels of Job Satisfaction and Burnout. The study also proves a relationship between burnout and job satisfaction Furthermore; there is a difference in the impact of both intelligence on the burnout and job satisfaction of professionals in both professions.

Keywords: Emotional Intelligence (EI), Spiritual Intelligence (SI), Burnout, Job Satisfaction, Academicians, Information Technology Professionals

Publications:

1. **Nair, S. S., & Thomas, R. (2026).** Spiritual Intelligence as a Buffer Against Burnout an Empirical Study Among Indian IT Professionals. *International Academic Journal of Science and Engineering*, 13(1), 172-184. <https://doi.org/10.71086/IAJSE/V13I1/IAJSE1318>
2. **Soumya S Nair** and Rejoice Thomas published a Patent Titled 'A system for Monitoring Individual Behaviour and providing Training Programs Based on Emotional and Spiritual Intelligence.' Application no 202541013669.Publication Date 28/02/2025
3. **Soumya S Nair, Rejoice Thomas, (2024)** Impact of Spiritual Intelligence on Burnout and Job Satisfaction of IT Professionals, published in *Indian Journal of Natural Sciences*, 15 (87),83882-83890
4. **Nair, S.S., & Thomas, R.** Emotional Intelligence and Sustainable Development Goals: An Assessment of Employee Demographic Factors, *Studies in Systems, Decision and Control*, Springer, Cham (in press)