Original Researcher Article

Spiritual Strength – A panacea for quality survival for Industry 5.0

Reena Kukreja [1*]**, Rajiv Kumar** [2]

[1]Research Scholar Department-Haryana School of Business Guru Jambheshwar University of Science and Technology, Hisar, Haryana, India
Email ID : reenakukreja28@gmail.com
[2]Professor Department- Haryana School of Business Guru Jambheshwar University of Science & Technology, Hisar, Haryana, India
Email ID : rajivtamak@gmail.com

ABSTRACT

Industry 5.0 is an inventive thought which tends to achieve tech-based growth along with well-being and happiness. Further, it means, Human development and Technological advancement go together. Adhered to tools and technologies of IR 4.0, the life on earth has been robotized, overlooking internal feelings of discontentment and negativity giving rise to IR 5.0. It is a Human centric industrialization which aims to better humans in terms of skills, knowledge, values and well-being, so that the technology can be best employed to serve the humanity. There is shifting of attention from economic value addition to enhancing the social well-being. The current paper emphasizes spiritual strength which can improves health, reduces unethical behavior, nurtures a manager's performance, promotes qualitative leadership `and ensures organization sustainability. The Spiritual health can be improved by meditation, yoga, spending nature time, traveling and discovering one's hobbies. Meditation can be a good exercise to improve mood, sharpen memory, elate humans, develop skills, reverse severe diseases and ameliorate overall health. The paper depicts a framework suggesting spiritually intelligent humans can better justify the success of Industry 5.0.

Keywords: *Industry 5.0, Spiritual strength, Meditation, Holistic Human Development..*
.

1. INTRODUCTION:

Industry 5.0 as a blend of human smartness and technological advancements

Industry 5.0 is the latest trend on the land where technologies like Artificial Intelligence, Big Data, Cloud Computing and Robotics have invaded in lives and have brought drastic changes in ways of working and living. The hourly works are done in fraction of seconds. Data Science is doing wonders by synthesizing the information into knowledge that may guide decision making in all the fields. Banking, education, IT, Marketing, Matrimonial and many more services have gone digital offering maximum ease to the end users. The leading idea of Industry 5.0 is; humans are working hand in hand with the technology adding personal soft touch to the technology. The partnership essentially serves the humanity and nature with prime interest, is the stimulant in the industry 5.0. Industry 5.0 is a prominent blend of human smartness and technological advancements and undoubtedly the special attention is on human development (Nahavandi, 2019).

Mental Health & Stress with too much technology

Customization and Personalization are elements which can bring back human touch in the IR 5.0. While technology can enhance productivity and convenience, it may also lead to stress, burnout, and a sense of disconnection if not regulated (Berg-Beckhoff et al., 2017). According to (Wesugi S, 2019), technology is pyrrhic victory or the win which comes at cost, it can also be said as double edged sword. The study by Shigeru Wesugi is based on Shibata's analyses of Mcluhan's extension theory, says that continuous technology use may pose two dilemmas, first is decreased human ability and the second one is excessive usage. The two dilemnas can be mitigated as suggested by the study. The first one can be mitigated by designing technology which compliment human ability, sufficiently train them and there is provision of human touch where human skill is required. In other words, technology synchronize with ability and disability of humans. The second dilemna can be mitigated by regulating the use of technology. According to another study by Katherine Walz, which conducted a study on employees reveal that too much technology usage is overshadowing disadvantages over advantages, like work home boundaries are blurring and stress related issues are rising. Some stress related issues were picked from (Michaelene Conner 2012) and the study showed rising negative impact of too much technology usage like memory loss, difficult sleeping, stomach discomfort, back pain, impatience and headaches. Since humans are unable to build healthy relation with the technology, the terms like techno-stress (Ayyagari, Grover, and Purvis, 2011) and techno-insecurity are rising causing physical, sociological and psychological discomfort. The techno-stress is leading to formation of abnormal nervous habits like too much scratching, over eating, teeth grinding, nail biting, and purposeless constant scrolling (Walz, K. 2012).

Ethical Concerns amidst technology outbreak

There are several ethical concerns while the technology outbreak in the 5th Industrial revolution. The ethical and value based issues are- data security, privacy issues, increasing cyber-crimes, increasing identity frauds, intellectual property protection, copyrights concerns and viruses. Piracy and hacking has become common practice. Technology is certainly contributing in better survival but degrading the man socially and ethically (Brey, P. A. 2012). Spirituality may be one of the balancing factors in facing the ethical dilemmas. As excess technology usage poses new ethical dilemmas, spiritual principles can offer guidance in making decisions that align with values such as compassion, integrity, and respect for life (Ananthram & Chan, 2016). Despite the connectivity offered by technology, genuine human connections may be suffering. Spiritual strength may help individuals finding a sense of purpose and meaning beyond material achievements. Spiritual strength can enhance resilience, providing individuals with inner resources to cope with life's challenges, including those brought about by technological disruptions (Kim & Esquivel, 2011).

Attention & Mindfulness important in IR 5.0

Technology offer vast pool of knowledge but too much of it may lead to distractions and a fragmented attention span. According to (Aggarwal D, 2024) there is rise in mindless scrolling, multitasking owing to non-harmonious relationship between human and technology. Industry 5.0 may succeed when there is congenial atmosphere between human and technology. The study has suggested a digital mindful framework where humans are more aware of digital interactions. This can be achieved by adopting digital detox practice while engaging with real life and mindful consumption of information by reflecting over self so that mental and emotional well-being can be achieved. Spiritual strength can probably provide a foundation for balancing mental and emotional well-being in the workplace and in the personal lives (Zou et al., 2020). Spiritual practices like meditation, Yoga, exercises and mindfulness may encourage living in the present moment, make life lively, increases consciousness level and improves attention power (Valentine & Sweet, 1999). Amidst the constant noise and information overload of the digital age, spiritual strength might offer a pathway to inner peace and tranquility, which may be stop humans from consuming wrong information. Consequently, it can help individuals navigate the complexities of modern life with ease and calm.

Sustainability concerns & Nature

Amidst the growing Geo-political tensions, nuclear threats, intensifying animosity and hatred within and across borders there is need to build stronger connection with self to promote peace within. The spreading hatred, the threatening high tech war weapons can be pacified by promoting inner peace. The inner peace may be adopted by spiritual practice of meditation, the inner peace may be extended to the whole world creating harmony in the society and the world (Sharma, N. P. 2020). Spirituality often fosters a deep respect for nature and the environment. This can inspire more sustainable and responsible use of technology, addressing issues like climate change and resource depletion (Dhiman & Marques, 2016). Spirituality emphasizes empathy, community, and deep relationships, countering the superficial interactions often seen online.

Spirituality as a balancing factor in IR 5.0

There are several studies suggesting combination of IQ and EQ to resolve the social concerns raised by too much technology usage substituting human brain and touch. The current study aims to explore spiritual aspect of human development so that technology can be used most productively. Rapid technological changes can enhance productivity manifolds but at the same time may lead to uncertainty and existential questions, if no discipline adopted for the technology usage. One self-imposed discipline that may be incorporated in daily lives to get the best of technology in Industry 5.0 can be, improving SQ. In an era of technological advancements, the importance of spiritual strength has become increasingly significant (Starnino et al., 2012). What if, the technology is used to enhance SQ, like imparting meditation, yoga, exercise and counseling services via tech-tools. This is one of the inherent ideas and motivation for the current work. Enhancing SQ could potentially help in disciplined and calm usage of technology and using the technology to improve SQ could also contribute in achieving Industry 5.0, wherein humans give attention to spiritual aspect. In summary, while technology offers numerous benefits, spiritual strength is essential in maintaining a holistic approach to life, ensuring that technological progress does not come at the expense of human values and well-being.

2. RESEARCH OBJECTIVES

The current paper aims to explore the role of the spiritual strength at the time of ongoing 5th Industrial Revolution. The 5th IR pertains to the application of the new technologies for social good. The new technologies include Artificial Intelligence, Big Data, Cloud Computing, Internet of Things and virtual reality. The technology undoubtedly has been helping the world economically and socially but there is a darker side of the technology too. Excess and undisciplined usage of the technology has led to stress, excess usage and reduction in attention span. Data science is misused, privacy concerns are rising, ethical dilemmas are rising and smart technology may be subject to risk. Since technologies are used at every nook and corner to make a task easy, the technologies ought to perform the task ethically, economically and ecologically in a rightful manner. The study suggests spirituality as a balancing factor to achieve Industry 5.0, which means sustainable growth where technology is used for everyone's wellbeing. The industry 5.0 suggests that the humans with the help of technology may create such a congenial atmosphere, which may promote economical, ecological and social welfare. Excess reliant on technologies have directly and indirectly led to so many physical and emotional problems which need to be dealt with. The current paper aims to explore the role of spiritual strength in reducing workplace stress in the context of Industry 5.0. The paper further suggests multiple ways of enhancing spiritual capabilities. The paper also suggests a conceptual model (Figure 2) based on literature review highlighting the problems associated

with excessive use of technology and it suggest few possible ways to deal with the problems.

3. LITERATURE REVIEW

Industry 5.0 and Human-Centered Development

Industry 5.0 is bringing in innovative technologies including artificial intelligence, big data, cloud computing, robotics to the personal and professional life of every being on the land. The main highlight in the ongoing 5th Industrialization is man and not a machine. The man has its own individuality, its own needs, creativity, skills and powers. Economic welfare would be the result of human welfare. The economy would flourish using the technology but the development would be routed through human betterment. The journey of Industry 5.0 is long to reap holistic advantage to the nation. The literature states that there are certain prior requirements for success of Industry 5.0, they are- human skills enhancement (Sampaio et al., 2016) and investment in human capital (Wachholtz & Pargament, 2008). The requirements can be fulfilled by sincere efforts of Educational institutions, Government initiatives, corporate management and Society (Behan, 2020). Since the human factor is probably the most important one over the technology, infrastructure and other material resources, so it becomes important to attend to the human happiness. The main economic factors are land, labor, capital and entrepreneurship (Horowitz, 2010). Also, Henry Fayol clearly stated "take all my machinery but leave my men; I will be Henry Fayol again" (Rahman, 2012). So, it is a human factor which stimulates other non-mobile factors to contribute to the economic growth. The human factor may also potentially trigger other people to work efficiently. Having a machine and money would be worthless if there is no brain working behind to use the machine and money aptly. It won't be an exaggeration if it is said that humans are creators, nourishment providers and destroyers of the technology. Hence, amidst the technology outbreak where there is heavy reliability on high tech tools it is an urgent requirement for man to be intellectually, emotionally and spiritually strong to direct the technology usage towards sustainable development.

Present day technology is omnipresent

Industry 5.0 is an upcoming reality which is striving to ease the life of humans with technologies. The man centered revolution aims to transform the world in an economical and sustainable way ultimately to ensure the well-being of life on earth. Humans are the thinkers and end users of technology. Wherever humans are occupied in economic or non-economic activity, technology is their best friend. The challenge in the context of Industry 5.0 is that humans ought to exploit the technology in an ethical and sustainable manner, which revives the need to talk of spiritual health enhancement in Industry 5.0. From the time of wake up to sleep time, life is bombarded with technology or tech based tools. It wouldn't be an exaggeration to say that humans are glued to technologies 24/7 in every arena like home, office, school, hospitals, restaurants, and every corner. Heavy reliant on technologies, like internet enabled smart phones, computers and other devices, is leading to severe physical, mental and emotional health issues like nomophobia

(psychological condition in which there is fear of being away from mobile phone), increase in screen time, rise in stress level, reduction in attention span and chaos in personal & professional relationships. Stress based diseases are spreading like epidemic. Flooded with technologies humans are disconnecting from self and nature which might be inviting unlimited ailments physically, emotionally and mentally. The omnipresence of the technology needs to be positively used. Urgent attention is required to spread right awareness of the fact, that technologies are meant to ease human life and not to complicate human life.

Technology and problems in the era of Industry 5.0

Industry 5.0 is a man based revolution. Hence the paper emphasizes problems surrounding men who are at the center of the 5th IR. When the IR happens, it brings its own technological, economic, social and political challenges. All the mentioned challenges are outer affairs, what is most neglected is the inner state of humans. Ultimately the entire expanse in the world aims to enhance life, improve well-being and livelihood on the land. Technology, economic welfare, ecological betterment and social parameters, are all means through which man can progress qualitatively. Excessive discussion on outer challenges has overshadowed the inner challenges. The outer problems are incapacity to face problems, inability to cope with change, weak decision making, incompetence in confronting failures and poor creativity. Further complicated issues are cyber security, lack of technological infrastructure and financial constraints (Olsen & Tomlin, 2020). The primary concern of all the above mentioned issues is the calmness of the human mind. Carrying the chaos inside may lead a technocrat to a gloomy state (Mohamed, 2018). The world is aiming to achieve sustainable progress so that man may live comfortably. Surprisingly, India ranks 126th according to the world happiness index across 146 countries globally, which signifies raising mental health issues (Char, 2024). Hypertension is a big problem in India and is causing a significant burden on the health system. According to the GBD study of 2016, hypertension led to 1.63 million deaths in India in the year 2016 alone. GBD global burden disease study is a systematic body which lists major diseases, risk factors and clinical solutions. The recent studies have mentioned that mental diseases and cardiovascular diseases are rising (Murray, 2022). There are shocking revelations by the Apollo health group regarding the degrading health of the Indian population. Elucidating India's Health Quotient-India is becoming cancer capital, 1 in every 4 is at risk of disturbed sleeping pattern, 1 in every 5 persons is depressed in age group of 18-40, and rising obesity & diabetes in early age is cause of worry (Apollo Group, n.d.). The main bone of contention is where the nation would head in the light of Industry 5.0 amidst the severe health crises. The effective solution in the light of health crises would be adopting a healthy lifestyle. Obviously Industry 5.0 can pose better tech ways to timely diagnose, prognose and treat diseases but the real concern is growing discontentment, negativity and stress inside humans which possibly can be pacified by working on SQ. SQ can be improved by adopting meditation, yoga, exercises, music, hobbies. Meditation is

one of the well-researched useful tool which evidently reduces depression, stress and boosts immunity (Goyal et al., 2014). Additionally, it lowers stress hormone (cortisol) and increases serotonin i.e. happy hormone in brain (Solberg et al., 2004). It also reduces pain and fatigue keeping energy levels high (Nakata et al., 2014). Technology may cause as well as solve the problems. For humans to rightly use technology as problem solver, they should be equipped with better spiritual health. The current literature lacks empirical support over this connection. There is insufficient factual support highlighting the role of Spirituality in Industry 5.0. Technology is a big help, it had helped a lot during COVID, as robots visited patients instead of doctors, AI chatbots monitored health, Data Science positively contributed in maintaining statistics. The technology is wonderfully solving the unheard health related problems in humans like anxiety, stress, depression, sleep disorders, and many more. The same technology is causing the problem too.

Role of IQ, EQ, and SQ in Human Capital

The Holistic Human Resource Development Model proposed by Goleman and Sternberg comprises three dimensions that are IQ, EQ and SQ wherein IQ include knowledge, skills and abilities; EQ include Emotional control, stress management, and conflict management skills and SQ include Wisdom, Humanization, Compassion, Spiritual Values like honesty, integrity and respect (Haynes, 2009),(Ahmed et al., 2016). Initially came IQ when intellectual abilities were accentuated, thereafter came the concept of EQ wherein managing emotions was considered important over intelligence. Now SQ i.e. spiritual strength is receiving attention along with IQ and EQ. The literature supports that currently employees are equipped with knowledge and are learning to manage emotions to deal with stressful situations but organizational progress is being hampered due to ethical concerns which are related to SQ. So SQ probably could be needful for holistic human development (Ahmed et al., 2016). The need for spiritual intelligence is also extending in the business arena so that there are no unfair practices, malfunctioning at the workplace and amicable relationships are built spreading positive energy (Setyorini & Usman, 2022). After Industrialization, societal needs have also shifted from primary needs of food, clothing and shelter to higher order needs like self-dignity, self-actualization and spiritual enhancement (Tischler, 1999). Various countries on the land are confronting issues like environmental degradation, terrorism, geo-political tensions and non-eco-friendly development. The primary cause of all the shortcomings is human degradation or ethical downfall. Rather than Artificial Intelligence being used for designing war weapons, it is to be implemented in pacifying geopolitical disorders. This could happen if humans are more of humans or the other way of elaborating is, there is a need of man-making (Singh, 1954). Intellectual Quotient and Emotional Quotient could ensure designing and management of technology in the era of cut throat competition but SQ would bring forth sustainable development of technology and happy humans.

There are various competencies required by human resources to enthusiastically contribute to Industry 4.0. They are Technical Competencies, Methodological Competencies, Social competencies and Personal Competencies (Janis & Alias, 2018). Humans having the aforesaid competencies would be the lead players of Industry 5.0. Personal competencies include an important skill called sustainable mindset, which again relates to spiritual aspect. Some of the skills mentioned by Janis & Alias are digital, media, thinking, decision making, sustainable mindset, communication, motivation etc. The sustainable mindset is one of the significant skill which can promote rational thinking, and smart usage of digital media. One of the ways of achieving sustainable mindset can be enriching the inner spiritual wealth. The spiritually balanced individual, would look at self as a tiny part of the whole cosmos and would respect the entire expanse. This would presumably help in peaceful survival on the planet. An individual with high SQ would likely think of the protection of the entire universe. The sustainable and spiritual mindset would apparently inspire the individual to devote maximum energy and time on progress of self and surrounding, having no resources left to create havoc. Hence, the sustainable mindset, could potentially deal peacefully with the organizational conflict as well as global issues such as terrorism, environmental degradation. The spiritually calm men may bring out ethically and sustainably better solution from the technology outbreak. This may promote technology usage for the protection of humanity rather than to exploit. Industry 5.0 with men having high SQ may widespread the application of technology sociologically and sustainably fair manner. The scenario might promote International cooperation, resilience to face epidemic situations and rescue the sustainable development goals (Hecklau et al., 2016).

Spirituality and Ethical Leadership in Industry 5.0

There is also a Demo Ethical Model in this context, which interlinks ethics with Industry 5.0. The authors in this model have designed ways of building sustainable society- by imbibing ethics in an individual, by ensuring ethical leadership and by creating an ethical environment. The model has also given means to instill ethics. The ethics at personal level, ruler level and in the surroundings can be adopted by right education, nurturing right values, enhancing thinking skills, and motivating honest work (Zhanbayev, et al., 2023). Though spirituality is an ability to build connection between the inner self and god, it deals with inner life, whereas ethics is the study of right or wrong which manifest into outside behavior of a person. Though empirically different, both spirituality and ethics are conceptually related as both improve personal growth. Spirituality guides an individual to take morally and sustainably right decision prioritizing the welfare of humans, environment, society and everyone. Undoubtedly spirituality positively affects ethics and ethical decision making in personal and business life (Göçen & Özğan, 2018). So the model also related to spirituality and IR5.0. Societal Development is an integral part of achieving the 5th Industrial Revolution as technologies can be best exploited in a human friendly way only when values are strengthened in the individuals.

Knowing the fact that IR 5.0 is a human centered revolution, applying the technologies in the manner balancing economic growth, social progress and environmental protection becomes crucial. To attain socio-economic- ecological balance, spiritual intelligence or SQ has been proposed as a potential enabler of sustainable human and organizational development. Anat Ringel Raveh and Boaz Tamir mentioned that to reap benefits of Artificial Intelligence (AI) the machines need to be closer to humans. Undoubtedly technology is doing wonders but AI does require sustainable people who are enriched with ethical values so that technologies are doing socially good and causing least harm to the surroundings. The idea clearly supports the need to amass spiritual wealth in the era of IR 5.0 (Raveh & Tamir, 2018).

Spiritual Quotient can be panacea

Spirituality is realizing the expanse of the cosmos and the need to connect with the whole, of which one is just a part. There are two components of it, horizontal and vertical. Horizontal spirituality is connecting with other fellow beings and vertical spirituality is connecting with the supreme power beyond (Wigglesworth & Change 2004). Spiritual intelligence is the capability of a person to react lovingly, wisely and compassionately in all situations (Zohar & Marshall, 1999).

There are ways in which human intelligence is categorized.

Physical, Intellectual, Emotional, Spiritual (Wigglesworth & Chang 2004)

Linguistic, Logical-mathematical, Musical, Bodily-kinesthetic, Spatial, Interpersonal, Intrapersonal later Spiritual Intelligence was added(Gardner,1999)

Out of all the intelligences, spiritual intelligence is the latest addition. The current world is after materialistic desires, and it has complicated lives. The race after resources has tangled humans in the maze where there is earnest quest for peace. Peace is the situation of soul consciousness wherein there is bliss. The peace and tranquility can be attained by spiritual intelligence which is the root of all other intelligences. Spiritual intelligence can be enhanced by adopting various practices like yoga, exercises, traveling, positive thinking, spending time in nature, following hobbies, writing to vent out emotions, linking with one's religion, and helping others (Olsson, 2021). It comprises being loveful, forgiving in nature, being considerate, going jolly, counting what we have always and self-introspection. Meditation may be a powerful, scientific and wonderful way to attain spiritual upliftment (Geary, 2014). Spirituality is also expressed by religious beliefs of an individual. A study shows religious students are better in coping with stress and are spiritually healthier (Graham et al., 2001). Another study says in alignment with critical theory emphasizes that spirituality, faith and religion has significant role in the rightful and sustainable development of land (Lunn, 2009).

Meditation is documented in multiple studies as an effective intervention for stress reduction, emotional regulation, and resilience-building. It is a wholesome practice which can reverse the impact of most fatal diseases. It is an effective and scientific way to bring mind at peace. The numerous health benefits of meditation as taken from the literature are collected in the form of a table.

Figure 1- Health benefits of Meditation

Cancer Enhance psychosocial adjustment of cancer patients	(Ledesma, 2009)
Chronic Pain Disorders (arthritis, back/neck, chronic headache/migraine, comorbid conditions)	(Rosenzweig et al ,2010)
Menopausal Symptoms	(Portella et al., 2021)
Decreases anger, depression, improves immune system	(Fennell et al., 2016)
HIV AIDS	(Brazier et al., 2006),(Vb, 1993)
Substance Abuse	(Hawkins, 2003)
Memory loss	(Newberg et al., 2010) (Moss et al., 2012)
Sitting meditation contribute in treatment of physiologic, psychosocial, and behavioral conditions among youth which is big part of population	(Wielgosz et al., 2019)
Stress Management	(Lengacher et al., 2009)
Work Performance	(Petchsawang & Duchon, 2012)
Leadership improves, organizational behavior improves, work engagement	(Babcock-Roberson & Strickland, 2010)
Quality of life of employees	(Sagar et al., 2022)
Social Skills enhance and Academic performance	(Beauchemin et al.,2008)
Kindness, empathy & Communication Skills	(Chen et al., 2021)

One scientific way of imparting spiritual values to people of different age group is peace education as suggested by Shruti Anand, at three levels. The three levels are primary level, Secondary Level and Higher Level. Primary level targets kids who can be spiritually uplifted by reciting poems, telling stories and introducing games so that spiritual skills can be enhanced with fun and joy. Secondary level applies to children upto 16 years of age, wherein the children are introduced with various ideal personalities who have made tremendous efforts and sacrificed for harmoniousness. Higher level aims at youngsters over 16 to raise them spiritually by instilling peace in the curriculum, teaching them significance and

impact being peaceful on family, surrounding and the entire planet. The methods suggested by Shruti Anand are Jurisprudential Model of Teaching, Role Playing, The Enquiry Method, Introspection, Nishedh Vidhi , Literary Activities , Social Service Camps , Yoga , Meditation ,Games & Sports (Anand, 2014). Peace education is based on enhancing spiritual competencies. The aforesaid practices adopted daily boost spiritual wealth and enhance lifestyle (Akhtar et al., 2015). According to a book by Rajinder Singh (Singh, 2012) named, Meditation as Medication for the Soul, meditation is suggested as a powerful stressbuster. The book explored the connection between spiritual wellness and physical health. It is backed with scientific evidence and real life experiments. The book suggests practical tips and instruction to perform Jyoti meditation, which can calm body and mind from anxiety and diseases. According to Rajinder Singh, Meditation enhances spiritual health, physical health and emotional health ultimately ensuring holistic healing in humans who are prime movers in Industry 5.0.

Gaps in Literature

IR 5.0 is a human centered revolution with harmonious partnership between men and technology. The new revolution which is based on human, is facing many challenges like stressed manpower, degrading health. Though technology directly hasn't caused problems but undisciplined and unregulated usage of technology may be one of the reasons for techno-stress. The current literature lacks linkages of SQ and IR 5.0. Role of spiritual practices at the time of technological acceleration can be explored. There are insufficient models integrating spirituality into Industrial policy or corporate governance. There are a few comparative studies across cultures on spirituality and Industry 5.0. IR 5.0 is approaching globally, the technologies if smartly applied may solve numerous health problems. Like, in the pandemic 2019 human technology partnership grew stronger, when human touch was infectious, robots monitored health of patients. AI chatbots were designed to handle health queries (Kumar & Kukreja, 2022). Technology use can be helpful in every aspect but it should be more disciplined, better regulated and more in synchronization with human needs. The negative aspects of technology are taken up in the current research so that humans may not fall prey to technostress. So the study raises the role of spiritual quotient which can be an effective solution in the era of IR5.0. Inner fulfillment can play significant role in Industry 5.0. Humans enriched with ethics may utilize technology in the manner it brings maximum comfort to self, society, nature and economy. Also, technology can be used to instill SQ, but for both to happen humans should be acquainted with importance of spirituality amidst technology outbreak.

Discussion and Conclusion

Industry 5.0 is a man based revolution in which human resources would team up with the technologies to build a sustainable future which would ultimately result in a happy and peaceful world. For humans to exercise the brain to lead an ethical, happy and eco-friendlsy world, they need to be fulfilled inside. Rising physical, mental and emotional ailments clearly state the turmoil inside.

The current paper highlights one probable solution to deal with discontentment in humans, who can potentially mobilize the earth towards sustainable growth. The solution can be by realizing the role of spirituality. The academic, political and corporate efforts are undoubtedly enhancing the IQ and EQ but most importantly there is need to work on Spiritual health to witness the success of Industry 5.0. The spiritual health can be strengthened by adopting simple practices like yoga, exercise, reliving enjoyments, strolling in nature. One of the powerful tools is the meditation practice. Meditation aims to connect mind & body with soul which is the source of life. Meditation intensifies attention power, sharpens memory, regulates emotional imbalance, reverses chronic diseases, reduces pain, treats anxiety, activates left and right brain, enhances IQ and EQ, and reinvigorates skills thus leading to holistic human development. Distantly humans with good SQ would be good managers and smart leaders who are wise in decision making, calm in chaos handling, and friendly in relationship dealing. People who are spiritually grounded often feel a greater sense of duty toward others, including future generations. This leads to actions that prioritize social equity, poverty alleviation, and the well-being of marginalized communities, which are fundamental aspects of sustainable development. Spiritual health plays a pivotal role in shaping the values, behaviors, and decisions that underpin sustainable development. It encourages ethical actions, long-term thinking, environmental care, and social harmony, all of which are essential for a thriving and sustainable future. SQ also leads to personal fulfillment and happiness. Higher SQ is associated with inner peace, which helps individuals navigate life's challenges with calm and balance. This emotional resilience leads to reduced stress and anxiety, and calm the mind. Humans enriched inside would be happier, contented and fulfilled to bring betterment outside in society, ecology and economy making optimum use of technologies. Spiritual intelligence promotes qualities like empathy, compassion, and forgiveness, all of which are crucial for building strong, healthy relationships. Positive relationships are a key determinant of happiness, as they offer emotional support, connection, and fulfillment. Spiritually strong humans would exploit the resources and technologies most ethically. Spiritual health is an important dimension that complements intellectual and emotional competencies in addressing the challenges of Industry 5.0. IR. Based on the thorough review of literature a framework has been designed to bring out the problem and probable solution in the current research.

Figure 2- Framework highlighting the significance of the research
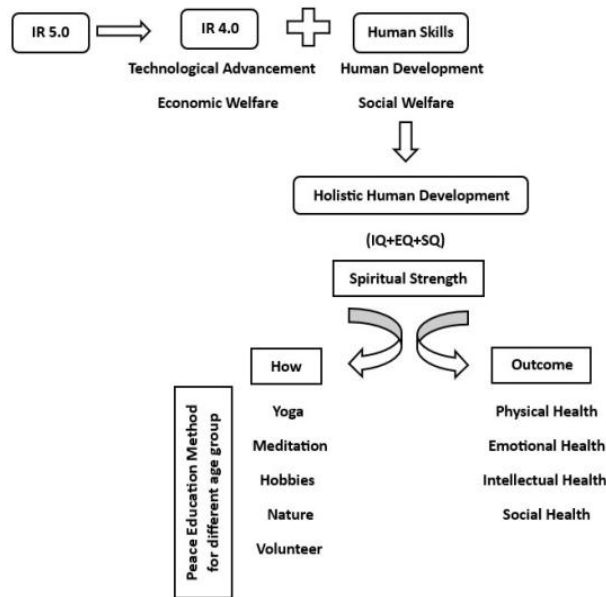
Jyoti Meditation by Rajinder Singh can enhance SQ EQ & IQ

Spiritual health can be a good solution to better physical, emotional, intellectual and social Health. It can be one of the effective solution to the problems concerning quality life on earth (Hawks, 2004). To impart spiritual skills various methods are suggested in the study of peace education. They can be applied at primary, secondary and higher level to radiate vibration of peace in the surroundings. Technologies don't assure ethics and morality but spiritually strong men can hopefully take out the best from technology and utilize it sustainably and sensibly to assure everyone's betterment. As suggested by renowned spiritual leader Rajinder singh, Meditation is a key driver in affecting spiritual health.

Research Implications

World is surrounded with technologies in every arena. From school to college to office to every Industry; smart technologies are everywhere. Too much tech driven life is affecting mind, body and soul in several ways. Consequently, attention power is reducing. Teachers and Doctors are suggesting spiritual ways to make life simple and organic. The current research work highlights the value of spiritual strength which can give a good health to body, mind and soul. The paper features ways to enhance SQ. They are Meditation, Yoga, exercises, Nature time, pursuing hobbies, praying, volunteering, traveling, developing positivism, forgiveness, gratitude and good thinking. Meditation is probably one of the powerful tools which can be a remedy to growing stress, anxiety and related disorders. In the era of IR 5.0, when men and technologies are buddies, collaborating to ease the life, it becomes crucial to attend to the human need, so that the partnership can do well to the surroundings. Amidst growing physical and mental tensions, it is most urgent to find feasible solutions to sustain the quality of life on the earth. Once the quality life with the physical, emotional, mental and spiritual fitness is achieved, then only it likely to experience technology and humans doing wonders together. The probable solution figured out in the current work is the spiritual intelligence. There can be

Educational implications like schools/universities can integrate spirituality and ethics into curricula. The spiritual aspect can be enhanced while parenting, teaching, and training to the students and faculty. Also at the level of Organization spiritual health can be promoted like corporates can integrate mindfulness and spiritual leadership training. Government can take necessary steps to initiate spiritual awareness among all citizens by designing SQ friendly policies. Governments can promote peace education (as proposed by Shruti Anand) and ethical technology use. The Peace education methods suggested by Shruti Anand can be adopted and customized as per need to impart spiritual skills at different levels of maturity. This way Spiritual practices could be adopted progressively in the schools, colleges, hospitals, and the offices and all the industries, workplaces and home to ensure healthy life in the society. Meditation can also be adopted as a mandatory practice at home, in schools, colleges and offices. Meditation is an important part of spiritual health and it is also a scientific tool to heal the body and mind. The technology will mechanize life but SQ would enliven the stressed mind to elate humans. This may result in Holistic Human Development and sustainable growth in the era of IR 5.0, and this social progress can be linked to a new term i.e. Society 5.0 which can be explored further. The study lacks empirical support to solidify the link between spirituality and Industry 5.0, which can be explored in further studies. There is need of future research in this context to support the need of SQ. There is need for empirical studies connecting SQ and Industry 5.0 outcomes.

.. REFERENCES

1. Aggarwal, D. (2024). IT Mindfulness: A Sensible Way to Use Technology. International Journal For Multidisciplinary Research. https://doi. org/10.36948/ijfmr, v06i01.
2. Ahmed, A., Arshad, M. A., Mahmood, A., & Akhtar, S. (2016). Holistic human resource development: Balancing the equation through the inclusion of spiritual quotient. Journal of Human Values, 22(3), 165–179. https://doi.org/10.1177/0971685816650573
3. Akhtar, S., Arshad, M. A. B., Mahmood, A., & Ahmed, A. (2015). Spiritual quotient and ethical values towards organizational sustainability. International Letters of Social and Humanistic Sciences, 58, 1–7. https://doi.org/10.18052/www.scipress.com/ilshs.58.1
4. Anand, S. (2014). The contemporary issues and significance of peace education in India. International Journal of Research in Humanities, Arts and Literature, 2(10), 47–54.
5. Ananthram, S., & Chan, C. (2016). Religiosity, spirituality and ethical decision-making: Perspectives from executives in Indian multinational enterprises. Asia Pacific Journal of Management, 33(3), 843–880. https://doi.org/10.1007/s10490-016-9460-5
6. Anderson, J. W., Liu, C., & Kryscio, R. J. (2008). Blood pressure response to transcendental meditation: A meta-analysis. American Journal of Hypertension, 21(3), 310–

316. https://doi.org/10.1038/ajh.2007.65

7. Apollo Group. (2024). Apollo Hospitals' Health of the Nation Report 2024. Apollo Hospitals. https://www.apollohospitals.com/apollo_pdf/Apollo-Health-of-the-Nation-2024.pdf

8. Ayyagari, R., Grover, V., & Purvis, R. (2011). Technostress: Technological Antecedents and Implications. MIS Quarterly, 35(4), 831-858. Retrieved September 15, 2012, from http://0-web.ebscohost.com.helin.uri.edu/ehost/pdfviewer/pdfviewer?vid=6&hid=21&sid=a0874fdf-02b0-4cfc-8a5d-2d60c8166aa4%40sessionmgr12

9. Babcock-Roberson, M. E., & Strickland, O. J. (2010). The relationship between charismatic leadership, work engagement, and organizational citizenship behaviors. The Journal of Psychology, 144(3), 313–326. https://doi.org/10.1080/00223981003648336

10. Beauchemin, J., Hutchins, T. L., & Patterson, F. (2008). Mindfulness meditation may lessen anxiety, promote social skills, and improve academic performance among adolescents with learning disabilities. Complementary Health Practice Review, 13(1), 34–45. https://doi.org/10.1177/1533210107311624

11. Behan, C. (2020). The benefits of meditation and mindfulness practices during times of crisis such as COVID-19. Irish Journal of Psychological Medicine, 37(4), 256–258. https://doi.org/10.1017/ipm.2020.38

12. Berg-Beckhoff, G., Nielsen, G., & Larsen, E. L. (2017). Use of information communication technology and stress, burnout, and mental health in older, middle-aged, and younger workers – Results from a systematic review. International Journal of Occupational and Environmental Health, 23(2), 160–171. https://doi.org/10.1080/10773525.2018.1436015

13. Brazier, A., Mulkins, A., & Verhoef, M. (2006). Evaluating a yogic breathing and meditation intervention for individuals living with HIV/AIDS. American Journal of Health Promotion, 20(3), 192–195. https://doi.org/10.4278/0890-1171-20.3.192

14. Brey, P.A.E. Anticipating ethical issues in emerging IT. Ethics Inf Technol 14, 305–317 (2012). https://doi.org/10.1007/s10676-012-9293-y

15. Char, S. (2024). Misgivings in measuring happiness. International Review of Business and Economics, 9(1), Article 2. https://digitalcommons.du.edu/irbe/vol9/iss1/2

16. Chen, H., Liu, C., Cao, X., Hong, B., Huang, D., Liu, C., & Chiou, W. (2021). Effects of loving-kindness meditation on doctors' mindfulness, empathy, and communication skills. International Journal of Environmental Research and Public Health, 18(8), 4033. https://doi.org/10.3390/ijerph18084033

17. Chin, S. T. S., Anantharaman, R. N., & Tong, D. Y. K. (2011). The roles of emotional intelligence and spiritual intelligence at the workplace. Journal of Human Resources Management Research, 2011, 1–9.

18. Dhiman, S., & Marques, J. (2016). Spirituality and sustainability. Springer. https://doi.org/10.1007/978-3-319-34235-1

19. Fennell, A. B., Benau, E. M., & Atchley, R. A. (2016). A single session of meditation reduces physiological indices of anger in both experienced and novice meditators. Consciousness and Cognition, 40, 54–66. https://doi.org/10.1016/j.concog.2015.12.010

20. Gardner, H. (1999). Intelligence reframed: Multiple intelligences for the 21st century. Basic Books. https://psycnet.apa.org/record/1999-04335-000

21. Goyal, M., Singh, S., Sibinga, E. M. S., Gould, N. F., Rowland-Seymour, A., Sharma, R., Berger, Z., Sleicher, D., Maron, D. D., Shihab, H. M., Ranasinghe, P. D., Linn, S., Saha, S., Bass, E. B., & Haythornthwaite, J. A. (2014). Meditation programs for psychological stress and well-being: A systematic review and meta-analysis. JAMA Internal Medicine, 174(3), 357–368. https://doi.org/10.1001/jamainternmed.2013.13018

22. Hawkins, M. A. (2003). Effectiveness of the transcendental meditation program in criminal rehabilitation and substance abuse recovery. Journal of Offender Rehabilitation, 36(1–4), 47–65. https://doi.org/10.1300/J076v36n01_03

23. Hawks, S. (2004). Spiritual wellness, holistic health, and the practice of health education. American Journal of Health Education, 35(1), 11–18. https://doi.org/10.1080/19325037.2004.10603599

24. Haynes, C. J. (2009). Holistic human development. Journal of Adult Development, 16(1), 53–60. https://doi.org/10.1007/s10804-009-9052-4

25. Hecklau, F., Galeitzke, M., Flachs, S., & Kohl, H. (2016). Holistic approach for human resource management in Industry 4.0. Procedia CIRP, 54, 1–6. https://doi.org/10.1016/j.procir.2016.05.102

26. Horowitz, S. (2010). Health benefits of meditation: What the newest research shows. Alternative & Complementary Therapies, 16(4), 223–228. https://doi.org/10.1089/act.2010.16402

27. Janis, I., & Alias, M. (2018). A systematic literature review: Human roles, competencies and skills in Industry 4.0. The European Proceedings of Social & Behavioural Sciences. https://doi.org/10.15405/epsbs.2018.05.84

28. Kim, S., & Esquivel, G. B. (2011). Adolescent spirituality and resilience: Theory, research, and educational practices. Psychology in the Schools, 48(7), 755–765. https://doi.org/10.1002/pits.20582

29. Koch, V., Kuge, S., Geissbauer, R., & Schrauf,

S. (2014). Industry 4.0: Opportunities and challenges of the industrial internet (Tech. Rep. TR 2014-2). PWC Strategy GmbH.

30. Kumar, R., & Kukreja, R. (2022). Human technology interaction amidst COVID-19. International Journal of Business Research and Management (IJBRM), Special Issue: Contemporary Issues and Challenges in Management Research (SIBRM11), 0(0), 40–50. Retrieved from https://www.cscjournals.org/manuscript/Journals/SIBRM11/SIBRM11-4.pdf

31. Ledesma, D., & Kumano, H. (2009). Mindfulness-based stress reduction and cancer: A meta-analysis. Psycho-Oncology, 18(6), 571–579. https://doi.org/10.1002/pon.1400

32. Lengacher, C. A., Johnson-Mallard, V., Post-White, J., Moscoso, M. S., Jacobsen, P. B., Klein, T. W., Widen, R. H., Fitzgerald, S. G., Shelton, M. M., Barta, M., Goodman, M., Cox, C. E., & Kip, K. E. (2009). Randomized controlled trial of mindfulness-based stress reduction (MBSR) for survivors of breast cancer. Psycho-Oncology, 18(12), 1261–1272. https://doi.org/10.1002/pon.1529

33. Mohamed, M. (2018). Challenges and benefits of Industry 4.0: An overview. International Journal of Supply and Operations Management, 5(3), 256–265. https://doi.org/10.22034/2018.3.7

34. Moss, A. S., Wintering, N., Roggenkamp, H., Khalsa, D. S., Waldman, M. R., Monti, D., & Newberg, A. B. (2012). Effects of an 8-week meditation program on mood and anxiety in patients with memory loss. Journal of Alternative and Complementary Medicine, 18(1), 48–53. https://doi.org/10.1089/acm.2011.0051

35. Murray, C. J. L. (2022). The Global Burden of Disease Study at 30 years. Nature Medicine, 28(10), 2019–2026. https://doi.org/10.1038/s41591-022-01990-1

36. Nahavandi, S. (2019). Industry 5.0—A human-centric solution. Sustainability, 11(16), 4371. https://doi.org/10.3390/su11164371

37. Nakata, H., Sakamoto, K., & Kakigi, R. (2014). Meditation reduces pain-related neural activity in the anterior cingulate cortex, insula, secondary somatosensory cortex, and thalamus. Frontiers in Psychology, 5, 1489. https://doi.org/10.3389/fpsyg.2014.01489

38. Newberg, A. B., Wintering, N., Khalsa, D. S., Roggenkamp, H., & Waldman, M. R. (2010). Meditation effects on cognitive function and cerebral blood flow in subjects with memory loss: A preliminary study. Journal of Alzheimer's Disease, 20(2), 517–526. https://doi.org/10.3233/jad-2010-1391

39. Olsen, T. L., & Tomlin, B. (2020). Industry 4.0: Opportunities and challenges for operations management. Manufacturing & Service Operations Management, 22(1), 113–122. https://doi.org/10.1287/msom.2019.0796

40. Petchsawang, P., & Duchon, D. (2012). Workplace spirituality, meditation, and work performance. Journal of Management, Spirituality & Religion, 9(2), 189–208. https://doi.org/10.1080/14766086.2012.688623

41. Portella, C. F. S., Sorpreso, I. C. E., Da Silva Menezes de Assis, A., De Abreu, L. C., Soares, J. M., Baracat, E. C., De Araujo Moraes, S. D. T., & Tanaka, A. C. D. (2021). Meditation as an approach to lessen menopausal symptoms and insomnia in working women undergoing the menopausal transition period: A randomized controlled trial. Advances in Integrative Medicine, 8(4), 278–284. https://doi.org/10.1016/j.aimed.2020.08.003

42. Rahman, M. H. (2012). Henry Fayol and Frederick Winslow Taylor's contribution to management thought: An overview. ABC Journal of Advanced Research, 1(2), 94–103. https://doi.org/10.18034/abcjar.v1i2.10

43. Ringel Raveh, A., & Tamir, B. (2019). From Homo sapiens to Robo sapiens: The evolution of intelligence. Information, 10(1), 2. https://doi.org/10.3390/info10010002

44. Rosenzweig, S., Greeson, J. M., Reibel, D. K., Green, J. S., Jasser, S. A., & Beasley, D. (2010). Mindfulness-based stress reduction for chronic pain conditions: Variation in treatment outcomes and role of home meditation practice. Journal of Psychosomatic Research, 68(1), 29–36. https://doi.org/10.1016/j.jpsychores.2009.03.010

45. Sagar, S., Rastogi, R., Garg, V., & Basavaraddi, I. V. (2022). Impact of meditation on quality of life of employees. International Journal of Reliable and Quality E-Healthcare, 11(1), 1–16. https://doi.org/10.4018/ijrqeh.305843

46. Sampaio, C. V. S., Lima, M. G., & Ladeia, A. M. (2016). Meditation, health and scientific investigations: Review of the literature. Journal of Religion and Health, 56(2), 411–427. https://doi.org/10.1007/s10943-016-0211-1

47. Setyorini, H., & Usman, N. M. (2022). The effect of spiritual intelligence, personality, financial literacy on family financial management in pandemic time. International Journal of Business & Management, 10(9), 1–8. https://doi.org/10.24940/theijbm/2022/v10/i9/172343-415399-2-sm

48. Sharma, N. P. (2020). From inner peace to world peace: Buddhist meditation in practice. Journal of International Affairs, 3(1), 132-144. https://doi.org/10.3126/joia.v3i1.29089

49. Singh, S. K. (1954). Man! Know Thyself (Special ed.) [PDF]. Ruhani Satsang / Unity of Man. https://www.ruhanisatsangusa.org/pdf/ManKnowThyself-2010.pdf

50. Singh, R. (2012). Meditation as medication for the soul. Radiance Publishers. https://archive.org/details/meditationasmedi0000raji

51. Solberg, E. E., Holen, A., Ekeberg, Ø., Østerud, B., Halvorsen, R., & Sandvik, L. (2004). The effects of long meditation on plasma melatonin and blood serotonin. Medical Science Monitor, 10(3), CR96–CR101. https://pubmed.ncbi.nlm.nih.gov/14976457

52. Starnino, V. R., Gomi, S., & Canda, E. R. (2012). Spiritual strengths assessment in mental health practice. British Journal of Social Work, 44(4), 849–867. https://doi.org/10.1093/bjsw/bcs179

53. Tischler, L. (1999). The growing interest in spirituality in business: A long-term socio-economic explanation. Journal of Organizational Change Management, 12(4), 273–280. https://doi.org/10.1108/09534819910282117

54. Valentine, E. R., & Sweet, P. L. G. (1999). Meditation and attention: A comparison of the effects of concentrative and mindfulness meditation on sustained attention. Mental Health, Religion & Culture, 2(1), 59–70. https://doi.org/10.1080/13674679908406332

55. VB, C. (1993). Prayer, meditation, exercise, and special diets: Behaviors of the hardy person with HIV/AIDS. Journal of Holistic Nursing, 11(3), 18–28. https://pubmed.ncbi.nlm.nih.gov/8400157

56. Wachholtz, A. B., & Pargament, K. I. (2008). Migraines and meditation: Does spirituality matter? Journal of Behavioral Medicine, 31(4), 351–366. https://doi.org/10.1007/s10865-008-9159-2

57. Walz, Katherine, "Stress Related Issues Due to Too Much Technology: Effects on Working Professionals" (2012). MBA Student Scholarship. 12. https://scholarsarchive.jwu.edu/mba_student/12

58. Wesugi S. Analysing and Solving the Reduced-Ability and Excessive-Use Dilemmas in Technology Use. Proceedings of the Design Society: International Conference on Engineering Design. 2019;1(1):1393-1402. doi:10.1017/dsi.2019.145

59. Wielgosz, J., Goldberg, S. B., Kral, T. R., Dunne, J. D., & Davidson, R. J. (2019). Mindfulness meditation and psychopathology. Annual Review of Clinical Psychology, 15, 285–316. https://doi.org/10.1146/annurev-clinpsy-021815-093423

60. Wigglesworth, C., & Change, D. (2004). Spiritual intelligence and why it matters. Bellaire, TX: Conscious Pursuit Inc. https://www.deepchange.com/uploads/resource_article/file_name/3/SpiritualIntelligenceEmotionalIntelligence2011.pdf

61. Zhanbayev, R. A., Irfan, M., Shutaleva, A. V., Maksimov, D. G., Abdykadyrkyzy, R., & Filiz, Ş. (2023). Demoethical model of sustainable development of society: A roadmap towards digital transformation. Sustainability, 15(16), 12478. https://www.mdpi.com/2071-1050/15/16/12478

62. Zou, W. C., Houghton, J. D., & Li, J. J. (2020). Workplace spirituality as a means of enhancing service employee well-being through emotional labor strategy choice. Current Psychology, 41(8), 5546–5561. https://doi.org/10.1007/s12144-020-01069-5.