International Academic Institute for Science and Technology

International Academic Journal of Organizational Behavior and Human Resource Management
Vol. 3, No. 1, 2016, pp. 16-23.

ISSN 2454-2210

International Academic Journal of Organizational Behavior and Human Resource Management

www.iaiest.com

The study of impact spiritual intelligence on Job Performance of managers

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Abstract

Spirituality and morality are among the subjects that are being widely noticed in response to the turbulent and complex environments in organizations. The Spiritual intelligence empowers people to be creative and be able to change the situation in the best way. With the advent of spirituality to organizations, better behavior will be available. So this study has been developed to investigate the relationship between spiritual intelligence on job performance of managers of State Organization for Registrations of Deeds and Properties of Sistan and Baluchistan. Data were collected based on library and field study and a questionnaire has been distributed between 35 managers of the State Organization for Registrations of Deed. Findings confirmed meaningful relationship between spiritual intelligence and job performance which reflects the importance of paying attention to spiritual intelligence for managers in organization.

Keywords: Spiritual Intelligence, Job Performance, Organization

Introduction:

Spirituality and morality are among the subjects that are being widely noticed in response to the turbulent and complex environments in organizations. Spiritual intelligence is certain for human who comes through knowledge of a transcendent dimension and this flexible intelligence empowers him to be creative and changed its own rules and roles and also enables him to carry out numerous reforms and reshape the situation in the best way. Expressing all abilities of employees and premier behavior will be achievable by entering spirituality in organization. (Kordi & Kahayan). On the one hand, the combination of two concepts of spirituality and intelligence into the new concept of spiritual intelligence is highly regarded in many researches in recent decade. (Yousefi Haji Abad and Nabhan). Spiritual intelligence has a special affinity with the religious views and beliefs and Research findings suggest that strategies of Islamic teachings of Islam are evolving like containers and they will be useful in removing the

performance of individual, organizational and technology obstacles.(Keshavarzi & Yektayi, Babayi et al). This type of intelligence is emerging phenomenon that attracted many experts in the field of management and organization as well as managers at various levels. Many of them have known spiritual intelligence as a sustainable resource for organizations that can help them in times of turbulence and turmoil, and resolve inconsistencies and irregularities in the organization and the recognition of the value of employees in the organization and create a basis of trust between employees. The concept of spiritual intelligence of managers has significant scientific benefits in terms of the formation of radical change and its impact on the workplace, so those organizations providing their managers' opportunities to develop spiritual intelligence are more successful than the others. (Naderi, Rajabipour). On the other hand today's job performance is very important for the organization to achieve the desired goals and determined to develop products, providing quality service and competitive advantage and also it increases and maintains the accuracy in performing tasks. Previous studies considered various factors affecting job performance such as Skills and personal ability, hard working, appropriate environment, given the relative ease of work, quality of work, implicit function of work, adaptive performance, knowledge and motivation (Rony et al, 2013). In fact, job performance expressed as a positive or negative employee behaviors that contribute in achieving organizational objectives (Haji Abadi &Rezanbahani).

Research results shown that there are positive and meaningful relationship between spiritual intelligence and employee productivity is a factor that caused the conceptualization of spirituality with intelligent (Poursoltani et al). So that Nadaf et al showed a significant positive correlation between spiritual intelligence and employee productivity in town of industrial units and Farhang et al reported that spiritual intelligence and its components (knowledge, trust, holistic and spiritual experiences) have an impact on transformational leadership and there is positive correlation between emotional intelligence and spiritual intelligence. Jamshidi Ghahfarokhi findings has shown and a significant positive relationship between spirituality and labor productivity in the library staff. Asharlos and Dadashi have also reported that director's spiritual intelligence has a significant role and influence on the performance of staff. In addition to what was raised about the importance of spiritual intelligence in productivity of managers and employees of various departments and professional jobs, the study has shown that successful managers are those managers that in addition to have technical and individual skills, have a good emotional intelligence(According to Elon, 2005) 4th Article. Spiritual intelligence approach and its impact on job performance is such interesting topics in our country`s organizations. So according to the key role of this issue for government agencies in providing appropriate services to citizens and With regard to the fact that no experimental study has been done in the State Organization for Registrations of Deed of Sistan and Baluchestan Province on the relationship between spiritual intelligence and job performance, we decided to address this issue in present study.

So the present study was conducted to examine this relationship and the main research question is: Is there any relationship between spiritual intelligence and job management in State Organization for Registrations of Deed of Sistan and Baluchestan Province?

Research methodology

The main objective of this study is to identify the relationship between Spiritual Intelligence with Job Performance. The present study has functional nature based on the classification of the purpose and benefit from survey correlation method. The study is cross-sectional because the study was conducted within a specified time horizon. The population for this study includes all managers of state organization for registrations of deeds and properties of Sistan and Baluchistan. Using Census methods, statistical sample size is about 40 people. Given the nature of this study, a questionnaire was used for data collection. To measure Spiritual Intelligence, the Spiritual Intelligence questionnaire Badie and etal which was composed of 42 questions and set based on the Likert scale of 5 options was used. And to measure the Job Performance, Paterson (1970) which was composed of 15 questions and set based on the Likert scale of 5 options was used. The survey questionnaire validity was evaluated by content and external validity methods after carrying out the reforms required, the validity of the questionnaire was confirmed. The Cronbach's alpha was used to check the reliability of data collection after collection and distribution some of the questioners as the prototype of the population and the ratio of 0/89 and 0/82 obtained respectively which indicates high reliability of the survey questionnaire. Forty questionnaires were then distributed among the targeted managers of which 35 were approved of as acceptable after the final reconsideration and edition. The statistical method used to analyze data is Pearson correlation test and all operations have been performed using the statistical software SPSS17.

Research assumptions

Given the purpose of this study, the following assumptions have been considered:

The main hypothesis

There is a relationship between Spiritual Intelligence with Job Performance.

The Sub assumptions

-There is a relationship between holistic with Job Performance of managers.

-There is a relationship between the ability to deal with problems with Job Performance of managers.

-There is a relationship between Moral individualities with Job Performance of managers.

-There is a relationship between Consciousnesses with Job Performance of managers.

Research Findings

The results of research assumption expressed as follows:

Checking hypothesis 1:

H0: There isn't a relationship between holistic with Job Performance of managers.
H1: There is a relationship between holistic with Job Performance of managers.

Table 1- Pearson correlation test statistics for the hypothesis 1

Job Performance				variable
existence of relationship	**population**	**significant**	**Correlation coefficient**	**holistic**
exist	35	0.001	0.56	

According to Table 1, it was found that the correlation coefficient between two variables of holistic and Job Performance is 0/56 and significant measure is equal to 0/001 which significant is smaller than the significance level of 0/05. So at this level the assumption of H0 which means lack of relationship is rejected and as result there is a relationship between holistic and Job Performance.

Checking hypothesis 2:

H0: There isn't a relationship between the ability to deal with problems with Job Performance of managers.
H1: There is a relationship between the ability to deal with problems with Job Performance of managers.

Table 2- Pearson correlation test statistics for the hypothesis 2

Job Performance				variable
existence of relationship	**population**	**significant**	**Correlation coefficient**	**the ability to deal with problems**
exist	35	0.001	0.49	

According to Table 2, it was found that the correlation coefficient between two variables of the ability to deal with problems and Job Performance is 0/49 and significant measure is equal to 0/001 which significant is smaller than the significance level of 0/05. So at this level the assumption of H0 which means lack of relationship is rejected and as result there is a relationship between the ability to deal with problems and Job Performance.

Checking hypothesis 3:

H0: There is isn't a relationship between Moral individualities with Job Performance of managers.
H1: There is a relationship between Moral individualities with Job Performance of managers.

Table 3- Pearson correlation test statistics for the hypothesis 3

Job Performance				variable
existence of relationship	**population**	**significant**	**Correlation coefficient**	**Moral individualities**
exist	35	0.001	0.56	

According to Table 3, it was found that the correlation coefficient between two variables of Moral individualities and Job Performance is 0/56 and significant measure is equal to 0/001 which significant is smaller than the significance level of 0/05. So at this level the assumption of H0 which means lack of relationship is rejected and as result there is a relationship between Moral individualities and Job Performance.

Checking hypothesis 4:

H0: There isn't a relationship between Consciousnesses with Job Performance of managers.
H1: There is a relationship between Consciousnesses with Job Performance of managers.

Table 4- Pearson correlation test statistics for the hypothesis 4

Job Performance				variable
existence of relationship	**population**	**significant**	**Correlation coefficient**	**Consciousnesses**
exist	35	0.001	0.68	

According to Table 4, it was found that the correlation coefficient between two variables of Consciousnesses with Job Performance is 0/68 and significant measure is equal to 0/001 which significant is smaller than the significance level of 0/05. So at this level the assumption of H0 which means lack of

relationship is rejected and as result there is a relationship between Consciousnesses with Job Performance.

Checking main hypothesis: result

H0: There isn't a relationship between Spiritual Intelligence with Job Performance
H1: There is a relationship between Spiritual Intelligence with Job Performance

Table 5- Pearson correlation test statistics for the main hypothesis

Job Performance				variable
existence of relationship	**population**	**significant**	**Correlation coefficient**	**Spiritual Intelligence**
exist	35	0.001	0.74	

According to Table 5, it was found that the correlation coefficient between two variables of Spiritual Intelligence with Job Performance is 0/74 and significant measure is equal to 0/001 which significant is smaller than the significance level of 0/05. So at this level the assumption of H0 which means lack of relationship is rejected and as result there is a relationship between Spiritual Intelligence with Job Performance.

Conclusion:

The aim of this study is to identify the relationship between managers` spiritual Intelligence and their job performance. The results of the study has a high overlap compared to other studies in this area and in fact it suggests that managers spiritual intelligent has relationship with the four dimensions of holistic , ability to cope and deal with problems, moral individualities and consciousness and according to the results, self-consciousness associated with the job performance in the first place.

In addition, researchers showed in conducted research the effects of wonderful spiritual intelligence on important management variables such as, leadership, motivation, self-control, the ability to change, communication, and performance, etc as well as its relation to other types of intelligence and they believe that spirituality and spiritual intelligence become an important topic in the field of management and organization. Rahimnia et al conducted a study using a sample of 255 and found that there is a meaningful positive relationship between spiritual intelligence and task performance of managers. Results obtained from Nedaf et al, Farhangi et al and Jamshidi Ghahfarokhi are aligned in relation to spiritual solidarity and human resources performance. Therefore, if we consider the spiritual intelligence as a factor by which people solve their meaning and value problems and by using it people are able to guide their work and life in a deeper, richer and more meaningful way, considering this matter can help managers to

increasing their ability in the field of constructive component and enhance their effectiveness. Given that the most valuable organizational asset is its human resource and regarding this resource affects the success of organizations, Efforts to increase the human resources productivity is important (Alwani et al,). In fact, achieve sustainable productivity depends on efficient and effective management and human resource and today spiritual intelligence components with religion and spirituality and spiritual intelligence testing facilities are controversial issues in this field which demands more study, description, experimental method and explanation and because spiritual intelligence structure is affected to a large proportion to the culture and value system, it is worthy that Iranian researchers with regard to appropriate context, culture and Native norms of country take longer scientific pace. Managers who add these components to their Frontispiece can be part of a successful leader of the organization. In any case, since spiritual intelligence and the constructive skills or its subcomponents are unconfirmed at emerging and we can enhance them by teaching and training people, it is necessary to consider spiritual intelligence in educational programs which take place to enhance the capabilities of managers.

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