

Study the relationship between spiritual intelligence and emotion intelligence with the quality of work life Izeh principals

Hassan Sadeghi*, Alireza Zamani, Ali Norouzpur Mamasani

Department of educational management in Islamic Azad university of Shahrekord

Abstract: In today's changing circumstances, organizations in which are more successful that their managers act more intelligent. Intelligence is as the most important factor in adapting with outer and inner changing circumstances includes aspects and the variety kinds such as spiritual and emotional intelligence can be mentioned. Spiritual intelligence is method is applied analytical, descriptive, correlational and survey. The research population an innate talent that can be used to increase employee satisfaction. Emotional intelligence (EI) also has several social benefits, cognitive and biological. Furthermore the implication of quality of work life refers to enhance the dignity of employees and seeks to make changes in organization culture and increase employee physical and mental well-being. Therefore, this study was aimed to investigate the relationship between intellectual and emotional intelligence with the quality of work life school administrators Izeh city. The research included all city schools administrators Izhe (189 in 92) which 127 people have been selected using Krjys and Morgan Tables. The research data were collected from three standardized questionnaire include King spiritual intelligence, emotional intelligence of Graves and Bradbry and. the quality of working of Walton. At fairly high the validity of questionnaire by experts the reliability of questionnaire by the manufacturer has been determined. According to the research the deal emotional intelligence of managers was 84/4 of a 140 score and was much higher than average. the deal spiritual intelligence of managers was the highest total scores (96) of 67 and was above the average level or much closer. Score average of managers was for the questionnaire of the quality of life about 3/5 and was higher than average ($p < 0.0001$). Then The correlation has been between emotional and spiritual intelligence of managers, / .45 and the coefficient of determination 20/2 the correlation has been between emotional intelligence and the quality of working life of about, / .52 and spiritual intelligence and the quality of working life of about / .37 has been. The multiple correlation coefficient is related to the relevance of emotional and intelligence with the quality of work life of managers, / .43 and the coefficient of determination has been 18/5 percent According to regression analysis, the null hypothesis is rejected based on the lack of relationship between these three variables and the research hypothesis has been verified base on the existence of relationship between intellectual intelligence and emotional intelligence with the quality of work life managers IZEH city schools. Therefore is offered due to the direct impact the Utility of the quality of work life of managers on the effectiveness on the effectiveness and efficiency of their educational. the indicators and criteria that have been studied In this study have been considered. And authorities to improve the quality of working life of school administrators, their efforts will continue especially to strengthen and improve their emotional intelligence and spiritual intelligence.

Key words: The quality of working life; School administrators; Emotional Intelligence; Spiritual Intelligence

1. Introduction

Each organization has various resources including human, information, financial and material resources. Among them, the most important one is human resource and its ingredients are individuals having numerous requirements who can employ their talent and skill provided that their needs are satisfied.

In one hand as today is the management and leadership age, and success of institutes and organizations mostly depends on efficiency and effectiveness of management, then the most important elements of decision-making in each organization are the managers and extent of their

talent, abilities and capabilities significantly influences the success of the organization (Rowley, 1997). The most important aim of the management is to coordinate the action of the individuals for attaining at organization aims through recognizing and influencing the development of fundamental policies of the system, accelerating the planning, proper using the plans and controlling the personnel and tools for attaining at intended aims of the organization (Walter and Tomas, 2003).

Then, with regarding to the importance and role of management in the organizations, managers should have various characteristics. They should enjoy a view or far-sight and can join past and present, have sufficient job experience, be interested in their job, have sufficient conception and

* Corresponding Author.

comprehension about their job area and have many other abilities (Alagheband, 2012).

Educational management plays various roles in educational processes of the organizations. For example, it orientates the educational process, creates the movement and activity and also creates the criteria of controlling and evaluating the educational activities (Alagheband, 2011). Therefore, with regarding to the importance and role of educational management in attaining the aims of educational system if the principals of the schools have suitable spiritual and emotional intelligence (EI), it can significantly influence their various managerial areas including quality of their and their personnel work life.

Then, what is case in this investigation is that to what extent do the principals of the schools in Izeh, Iran, enjoy from each indices and elements of spiritual and emotional intelligence? And to what extent do EI and SL influence the quality of work life of their personnel and themselves?

By using the variable of Valton sample, Ghasempanah studied the effective factors on improving the quality of work life in the personnel of defense Industry Investigational and Educational Institution and found that intended sample of valton is effective on promoting the quality of their work life and considering the ethics by the managers leads to improving the quality of work life in the personnel. Also the extent of each variable of this sample (pattern) in different in various work groups, resulting from special motivation of the individuals in the group. In the other investigation, Haditabar et al. studied the effect of teaching the elements of spiritual intelligence on life quality of the life risker's spouse, findings showed that teaching the elements of spiritual intelligence significantly influence & dimensions of life quality (physical performance, role restriction in relation to physical health, role restriction in relation to emotional problems, esprit, emotional welfare, pain and general health).

Imanirad and Haghigh believed that in business world, organization whose force have high intelligence and creativity, has constructive and positive area, welcomes new idea, exploits the changes as optimum and as a result is a dynamic – organization which is ready to use each condition and moment.

Kalantarite et al. (2012) in an investigation in Zanjan, Iran concluded that there is a meaningful relationship between EI and work life quality (WLQ) and EI can account for .12 changes in WLQ in the teachers ($r=0.346, p=0.01$).

Hajati concluded that there is a meaningful relationship between spiritual leadership of the managers and WLQ of the teachers but there isn't any meaningful relationship between spiritual leadership and demographic variable (age, gender and education).

Glaser (2007) in an investigation entitled WLQ and production process improvement showed that re-designing the job and cooperative management, considering mutual respect in the organization, presence of a long time perspective in the managers about the future of the organization and matching the energy of the personnel with long time aims of the organization are among the most important factors for improving WLQ and subsequently improving the performance and production process. Meanwhile, employing competent persons results in production increase because competent individuals have their own special creativities.

Dar janinieh (2011) in an investigation entitled "effect of humanistic work condition on the health and creativity of the member of Board of Directors", showed that creativity and health are influenced by physical interaction and work investigation and job health and creativity of the members should be considered as final products of work environment, representing WLQ and quality of an organization study done by Havlovic (2012) emphasized that by internalizing the process of WLQ, employers can reduce job accidents, complains, absence from work and movement.

Statistical society of the present study included all 189 principals of the schools (primary, secondary, high school) in Izeh, Iran in 2013-2014.

2. Materials and methods

In the present study, after collecting the questionnaires various descriptive and inferential statistics methods were used for analyzing the data. Used statistical methods and reasons of their using have been studied in chapter 4.

Regression analysis, coherence coefficient, multiple variance analysis, etc. were used as measurement tools.

3. Findings

Is there any significant relationship between the extent of SI and EI among the principals in the schools of Izeh, Iran?

Table 1: Pearson coherence test about the extent of coherence between EI and SI in the principals of the schools in Izeh, Iran.

Co	cd+	Sig	(coherence)porr	
0.21	20.2	0.002	0.45	Pearson
-	-	0.000	0.51	spearman

With regarding to the data of the table, results of Pearson coherence test show that coherence coefficient between SI and EI is .45 and is statistically significant based on t-test ($P<.01$).

Also spearman coherence coefficient is about .51 and is calculated more than Pearson and is statistically significant based on t-test. In the other words, about 20% changes in depended variable (SI)

can be justified through changes in EI (independent variable).

Is there a meaningful relationship between the extent of EI and WLQ among the principals of Izeh, Iran?

Table 2: Pearson coherence test about the extent of coherence between EI and WLQ among the principals of schools in Izeh, Iran.

Co(cd	Sig	porr (coherence)	
0.38	27.4	0.000	0.52	Pearson
-	-	0.000	0.53	spearman

With regarding to the table, results of Pearson coherence test show that coherence coefficient between EI and WLQ among the principals in the schools of Izeh is .52 which is statistically significant based on t-test. Also, spearman coherence coefficient is about .53 and calculated near Pearson coherence coefficient, which is statistically meaningful in 0.01 significance level based on t-test.

Calculation of determination coefficient show that about 27% changes in depended variable (WLQ

of principals) can be explained through independent variable (EI).

Is there a significant relationship between the extent of EI and WLQ among the principals in Izeh, Iran?

Table 3: Pearson coherence about the extent of coherence between EI and WLQ among the principals in Izeh, schools

Co	cd	Sig	porr (coherence)	
0.26	13.69	0.008	0.37	Pearson
-	-	0.000	0.39	spearman

With regarding to the table, results of Pearson coherence test show that coherence coefficient between SI and WLQ among the principals in Izeh schools is .37 which is statistically significant based on t-test. Also spearman coherence coefficient has been calculated as .39 which is also significant based on t-test.

Calculating determination coefficient implies that about 14% change in independent variable can be explained through independent variable.

Is there a significant relationship between EI /SI and WLQ among the principals in Izeh, schools?

Table 4: summary of multiple regression models about the relationship between Si/EI and WLQ in the principals of Izeh schools

S.d	A.R.S	R2	R (multiple coherence coefficient)
0.484	18/3	18/5	0.43

With regarding to the table, multiple coherence coefficients about their studied variables are .43 and determination coefficient related to this coherence is about 18.5. In the other word, two variables SI/EI

explain about 18.5% all changes in WLQ among the principals, then there are some other variables which are effective on WLQ among the principals.

Table 5: multiple regression analysis test about the relationship between SI/EI and WLQ among the principals in Izeh schools

sig	F	M.S	df	SS	Source changes
0.000	5.02	64.3	2	128.6	regression
-	-	12.8	124	1587	The remaining
-	-	-	126	1715	Total

With regarding to the table, determination coefficient (R2) is 18.5 in sig level 0.01. then based on the data of the table, results of regression analysis also reject H0 implying there is no relationship or

coherence among there mentioned variables and affirm the assumption suggesting there is a relationship between SI/EI and WLQ among the principals in Izeh schools.

Table 6: Data related to common coefficients of the relationship between EI/SI and WLQ among the principals in Izeh schools

Exam		standard coefficients	non-standard coefficients		Model
sig	t	Beta	S.d	β	
0.000	9.41	-	7.33	14.18	Fixed
0.000	11.38	12.13	3.12	11.4	SI/EI
0.000	8.10	9.8	1.53	9.3	WLQ

With regarding to the table, two studied independent variables (SI/EI) and WLQ among the principals in Izeh schools are statistically significant in 0.01 and 0.05. In the other word, as previously mentioned, there is a meaningful relationship between SI/EI and WLQ among the principals in Izeh schools. Standard and non-standard coefficients imply that in the first step, EI is entered linear

regression model and in the second step, SI is entered.

4. Suggestions

1. With regarding to the importance of EI on increasing WLQ among the principals and subsequently increasing the effectiveness and

Efficiency of the organizations, education organizations should be careful about appointing the principal's so that principal are employed in the school who have suitable SI/EI in indices.

2. Through continuous evaluation of the principal's needs, various educational courses related to job and vocational life skills should be implemented for the principals of the schools and the methods for increasing and improving SI/EI should be considered in these courses.

3. With regarding to the importance of spirituality and suitable SI for the principals and its role in their work field and their commitment to various educational and training issues, it is recommended to have suitable capabilities about SI.

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