

## Investigate the Relationship Between Spiritual Intelligence and Organizational Health at the National Elite Foundation of Iran

<sup>1</sup>A.R. Ghasemi, <sup>1</sup>Hadi Yazdizadeh,

<sup>2</sup>Hossein Shirazi Mohgaddam Qomi and <sup>1</sup>Seyed Mohamad Shamsinejad

<sup>1</sup>Faculty of Management and Accounting, Farabi Campus University of Tehran, Qom, Iran

<sup>2</sup>Faculty of Management and Accounting, University Islamic Azad of Naragh, Markazi, Iran

**Abstract:** The aim of this study has been investigating the relationship between spiritual intelligence with organizational health at the National Endowment for Iran's elite. Type of the research is applied and in terms of method has been survey. Statistical population includes all employees and managers of the National Organization for Iranian elite (N = 63) based on the Morgan Table, 54 people as an example by the use of random stratified sampling method this number among the statistical population were selected. Research tools has been included questionnaire of spiritual intelligence and organizational health (O HI) Hoy and Felidman validity of these tools after performing primary studies and providing research theoretical framework by using the experts opinion and supervisors and consultant was obtained and to calculate the reliability of them on the study 30 people of statistical population conducted and Cronbach's alpha coefficient was calculated for the first questionnaire 0.89. The second questionnaire 0.96 was obtained.

**Key words:** Spiritual intelligence, organizational health, National Elites Foundation, statistical, Iran's

---

### INTRODUCTION

Intelligence is a concept that as long as a person to study and examine all aspects of the protests, attributes and types has been interested. In the meantime, one of the aspects of intelligence as "spiritual intelligence" is one of the areas that much coherent and systematic studies in order to identify and explain the features and components of it has not been the extent of other types of intelligence and this issue creates many difficulties in order to accurately distinguish the components and features in the way of investigators. Edwards believes having high spiritual intelligence by having information about spiritual intelligence is different. Based on the definition of spiritual intelligence may be motivational-cognitive that a set of compatibility skills and resources that facilitate problem solving and achieving goals is introduced. (Wolman, 1999) spiritual intelligence is the consistently performing and functional cases mentioned in certain situations and everyday life. It seems that spiritual intelligence from the physical and cognitive relationships with their surroundings and go beyond the realm of intuitive and transcendental vision of the person's life. This view includes all events and experiences of individual who have affected a general view. Individual can be utilizing from this intelligence for giving framework

and re-interpretation of their experience. This process is capable in terms of the phenomenological to events and experiences of individual to give more personal meaning and value.

In the current study, Robert Forman, individuals who were with different ages know the spirituality as an experimental concept to rational. Contemplative practices such as like meditation for this reason that is dependent familiarity with the three distinct method of knowledge for refinement of spiritual intelligence seems appropriate. Three methods of knowing include: sensory, rational and contemplative. It seems that these three methods of knowing are an integral part of spiritual intelligence that some people show. With regard to the above subjects and according to few studies in articles within the country in this field is viewed it is not surprising that definitions and theories related to this issue we are going through its very early stages. This article aims to reflect on the meanings expressed in spiritual intelligence field and review them in order to achieve a suitable theoretical basis to build a tool to its measurement as well as determining effective interventions to increasing this aspect of the intelligence is in future studies and towards the realization of this study can be part of the initial steps be long and fruitful way. Spiritual intelligence from the individual physical and cognitive relationships with their surroundings goes

beyond and enters into intuitive and transcendental areas of person's vision to life and the same issue answers to questions such as "who am I?" "why am I here?" and "what's the matter?" makes it clear for human up individual finally is able to discover hidden sources of love and joy that lies in such a turbulent and stressful everyday life, help to themselves and others.

**Background research:** The results by Miles has shown that there is a significant difference between organizational health in public and private high schools for girls in Tehran. From the other result of his studies is lack of difference between institutional level of two types of school and existing differences in administrative and technical levels among the two types of high school. The results of Miskel showed there is no significant difference between the middle and high school students in public and private schools in terms of organizational health in the institutional level but in technical and administrative levels there was a significant relationship. The results by Blanchard showed that between organizational health and performance of educational managers as well as between organizational health and each of the six dimensions of the territory of performance of the managers there is a significant and positive relationship. Study the effects of the external environment on school organizational health as the thesis of Tsan Wing, Leung (Leung, Stan-Wing) at the University the Hong Kong, China. Results showed that healthy schools have a little pressure from the outside but schools are unhealthy with little pressure from the external environment. In another study by Hoy, Tarter and Katkamp (B. Kottcamp), conducted to evaluate the health of school climate have concluded that the health of a healthy school environment in terms of the seven dimensions of organizational health in considerable level is above average while unhealthy school climate in terms of this dimension has been located at a lower level than the average. Patel (1996) study to examine the relationship between the organizational health and organizational commitment among industrial employees has done. His research results a significant and positive relationship between the organizational health and organizational commitment revealed. In addition, 50 members of skilled employees in terms of organizational health know their organization in favorable situation had more committed to their organizations compared to workers or ordinary workers. Hui and Volfolk (Hoy and Woolfolk), a relationship between effective teaching and the seven dimensions of organizational health have studied and have found that only two factors between the health dimensions means organizational institutional and morale of teachers in relation to group teaching effectiveness of

teachers and leads to increasing this effectiveness. Another study has examined determining the relationship between organizational health and academic achievement. Allison this research has been done in Missouri high schools. The results showed there is a positive relationship between organizational health and student academic achievement and the other result had the institutional unity and influence of manager had highly correlated with organizational health. Mailer (Miller), a study entitled relationship between the perceptions of teachers, school organizational health and teachers' confidence amount to manager, colleagues and organization has done. The results showed that between the perception of the teachers, organizational health and trust in manager, colleagues and school there is a significant and direct correlation.

#### **Research hypotheses:**

- There is a significant relationship between the being critical thinking aspect of spiritual intelligence and organizational health
- There is significant relationship between the thinking aspect of production of personal sense of the spiritual intelligence and organizational health
- There is a significant relationship between the awareness of the spiritual intelligence and organizational health
- There is a significant relationship between the development of the awareness state of the spiritual intelligence and organizational health

#### **MATERIALS AND METHODS**

The research methodology in terms of goal is applied and to method of data collection is a correlation the statistical population includes all employees and managers of National Elites Foundation that their total number is 63 persons and sample consisted of 54 people who stratified random sampling method from among the statistical population has been selected. Data collection tools of questionnaire are spiritual intelligence and standard questionnaire of organizational health. Validity of these tools after performing primary studies and providing a theoretical framework for this research by using experts opinion and supervisors and consultant were obtained and to calculate the reliability of them on sample of 33 students of the statistical population conducted and Cronbach's alpha coefficient was calculated for the first questionnaire of 0.89 and the second questionnaire of 0.96 was obtained. After collecting data by using descriptive statistics as measures

of central and the spread and inferential statistics such as Kolmogorov-Smirnov test to ensure of normal distribution of data, Pearson correlation, regression and t-test for analysing inferential statistics in connection with the research hypotheses have been analyzed.

## RESULTS

**The analysis of data related to the first hypothesis:** There is a significant relationship between the being critical thinking dimension of the spiritual intelligence and organizational health. Amount of pearson correlation coefficient between being critical thinking and organizational health with degrees of freedom of 0.65 to tests of the organizational health components is at 0.5 levels. Therefore, the null hypothesis is greater than the critical value of Pearson correlation (0.25) that there is no significant relationship between these variables is rejected with 0.95 confidence can be said that there is a significant relationship between the managers duties in relational aspect with organizational health in the community under studied and this relationship is not the result of chance.

**The analysis of data related to the second hypothesis:** There is a significant relationship between the thinking dimension of production personal means of the spiritual intelligence and organizational health. There is a significant relationship between the thinking dimension of production the personal sense of the spiritual intelligence and organizational health. Amount of pearson correlation coefficient between the induction of personal meaning and organizational health with 65 degrees of freedom to tests two/components of organizational health are at 0.5 level. The null hypothesis/amplitude greater than the critical value of pearson correlation that there is no significant relationship between these variables is rejected and can be said that with 95% confidence significant relationship between the managers duties with organizational health information in the studied community and this relation is not the result of chance.

**The analysis of the third hypothesis:** Between the awareness of the spiritual intelligence and organizational health there is significant relationship.

Amount of Pearson correlation coefficient between awareness dimension of the spiritual intelligence and organizational health of each one with 65 degrees of freedom to tests of the components of organizational health is 0.5 levels. Therefore, the null hypothesis of amplitude is greater than the critical value of Pearson correlation that there is no significant relationship between these variables of is rejected and can be said that

with 95% confidence there is a significant relationship between managers duties in the decision making dimension of managers with organizational health in the population under study and this relationship is not the result of chance.

**Analysis of the fourth hypothesis:** There is a significant relationship between the development dimension of awareness of the spiritual intelligence and organizational health.

Amount of Pearson correlation coefficient between developments of awareness mode with 65 degrees of freedom to tests of two components of organizational health is at 0.5 levels. The null hypothesis/amplitude greater than the critical value of Pearson correlation that there is no significant relationship between these variables is rejected and can be said that with 95% confidence there is a significant relationship between the managers duties in decision making dimension with organizational health in the community under study and this relationship is not the result of chance.

## DISCUSSION

Analysis of data on the first hypothesis showed that managers' performance on the tasks communication on the organizational health affects in reporting of Irna. This finding with results of studies done by Miskel is aligned he found that there is a significant difference between the type of school (governmental and nongovernmental) with organizational health at the technical level. In other words, public and private schools in dimensions of morality and academic emphasis are completely different. Since, the management type of these schools is different can be justified the aforementioned findings with respect to the performance of managers. Analysis of data on the second hypothesis showed that there is a significant correlation between managers' duties in information dimensions and organizational health in studied population. Since, the main task of agency organization is notification thus the aspect of the managers' duties will be important. This result with findings by Lidash (1997) is aligned. Analysis of data on third hypothesis showed that the relationship between managers' duties in the decision making with organizational health in studied population there is. This finding with results of the study conducted by Barnes (1994) is aligned. He found that organizational health and lack of participation by Board of Education in decision making of the classroom and in the decisions of manager there is an inverse relationship. Barnes and Michael also with examine the relationship between organizational health and trust and confidence in secondary schools and

teachers' participation in decision making concluded that there is a relationship between confidence of the principals to school managers and organizational health. Also, there was an inverse relationship between teachers' exclusion of the decision making in decisions of the class and exclusion from participation in decisions of organization management with health of organization. Participation in decision making, leads to increasing morale in organization and because spirit is one of the organizational health dimensions, performance of managers on the decision making directly effects on morale of employees' as a result organizational health is affected. A research by Bacal in the context of the relationship between organizational health with effectiveness of school and the morale of teachers has done, showed that whatever organizational health of school is higher effectiveness of the school and teachers' morale will be higher. The results of this study showed that performance of managers in the field of communication tasks and decision making is higher than average. But this difference was not significant in the field of information tasks, therefore, can be said that performance of managers in this regard is moderate. In research by Wallsten *et al.* (2004) in describing the personal satisfaction of teachers and its impact on organizational health showed gender and age of 1989 showed that organizational health has been effective. Meanwhile, economic-cultural and social factors are cause of reduction of organizational health regarding dimension of scientific emphasis.

### CONCLUSION

The result with the findings by Kermani is not aligned. He found with the organizational health assessment of Tehran education the organizational health of education in terms of academic emphasis is higher than average it seems that caused by nature of duty of these two organizations. Leadership styles with organizational health has studied came to the conclusion that managers with the intuitive-thinking leadership style had higher scores in terms of academic emphasis and this may explaining low level of academic emphasis in the studied population. As a result of the findings in this dimension the institutional integration with the research results by Bennis and Aghai which the healthy organization known as organization that with external threat forces successfully treated and lead their force toward the main goal of organization and always by maintaining the ability to its survival, to grow and to develop it, is completely aligned. As well as with the results by Agassi Kermani.

### SUGGESTIONS

In terms of research results, the following recommendations are offered:

- By using university professors and experts in the field of concept and the importance of organizational health in-service training courses for managers should be provided
- School administrators to the physical and mental health status, job security, morale, participation, technical expertise, motivation and teachers pay more attention and to do take necessary measures to increase and improve these
- Managers can to raise awareness of the organizational health of school and its relationship with variables related to the effectiveness of school system investigate by using the tool to measure organizational health of and related tool for each of the effectiveness variables and take the necessary measures to improve effectiveness of the school
- In the election of managers, should be evaluated their technical skills, human and cognitive and should be offered necessary training to them
- School principals must by using members of school's participation in decision making and solving conflicts, creation suggestions system, contribute to the meet the needs of physically and mentally, Holding training courses necessary, meritocracy, create the spirit of creativity and innovation, updating and use of the consultants and experts cause to create open and constructive atmosphere so that they can to ensure organizational health school

### REFERENCES

- Barnes, D., 1994. The complexities of the manufacturing strategy formation process in practice. *Int. J. Oper. Prod. Manage.*, 10: 69-91.
- Lidash, D., 1997. Leadershi qualities of occapational occap development program directors and to organizational thrapy health of their departments. *Am. J. Occopational Thrapy Free*, 5: 36-59.
- Patel, M.K., 1996. A study of organizational health and organizational commitment among industrial employees. *J. Ind. Acad. App. Psychol.*, 63: 58-70.
- Wallsten, S., G. Clarke, L. Haggarty, R. Kaneshiro, R. Noll *et al.*, 2004. New tools for studying network industry reforms in developing countries, telecommunications and electricity regulation database. *Rev. Network Econ.*, 3: 248-282.
- Wolman, A.L., 1999. Sticky prices, marginal cost and the behavior of inflation. *FRB Richmond Econ. Q.*, 85: 29-48.