

ON THE CORRELATION BETWEEN SPIRITUAL INTELLIGENCE AND STAFF SELF-EFFICACY (NATIONAL DISTRIBUTION OF PETROLEUM PRODUCTS IN WEST AZARBAIJAN)

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ABSTRACT

One of the important and indispensable factors which can affect the organizations performance and assist the organizations in coping with difficulties is ethics and spirituality. This study aims to investigate the relationship between spiritual intelligence and self-efficacy. Self-efficacy belief is taken into account as an indispensable factor in constructive system of humankind. Self-efficacy is concerned with issues such as the quality of thought, belief and emotions that have an impact on people and the spiritual intelligence has to do with the ultimate goal of people intelligence which lead him to better understanding of affairs which has been regarded in this study as the concept in relation to self-efficacy. 132 people were chosen from 210 staff working at West Azarbaijan National Distribution of Petroleum Products Company using stratified random sampling method and Morgan table. In order to collect the required data, the study made use of spiritual intelligence questionnaire developed by King (critical thinking, personal implication, transcendent awareness and conscious) and self-efficacy questionnaire developed by Schwartz. Spearman correlation coefficient test and simple linear regression were utilized to make statistical analysis. The findings indicated that the correlation was $r= 0.240$ accompanied by 99% level of confidence, showing the greatest correlation with self-efficacy variable. Also, the results manifested that spiritual intelligence and self-efficacy were optimum variables to develop and organizations would be liable to have a great role in developing the above-mentioned parameters among their staff members.

KEYWORDS: professional human force, self-efficacy, spiritual intelligence.

INTRODUCTION

The development of capital and facilities, professional human force and even the capable management would not solely lead to the development of a country; rather there are other positive aspects which should be taken into account. The environment complexities in the present era have led the organizations to form different responses to organization efficacy. One of the practicable methods is to encourage staff devote their time on working through which they can find out their "pure self", leading to creative staff in response to complex settings. One of the challenges in organizations is self-efficacy. Those people possessing such an attribute do their tasks in a firm, self-confident, cooperative and sacrifice manner and determine their spirits beyond the financial issues. One would claim that there is a strong relationship between spirit and self-efficacy and they affect one another. One should determine criteria to assess the spirit and self-efficacy. Having identified the level of spirituality and its contribution to self-efficacy, one would make further evaluation and increase the efficiency and productivity based on the existed information. Self-efficacy belief is regarded as a building block element in constructive system of humankind. Doing different tasks by different individuals enjoying similar skills in a variety of settings as weak, normal or strong and by an individual in different circumstances depends on their changing beliefs about self-efficacy. determining the level of self-efficacy in organization and identifying the weak points and offering solutions in order to improve and reform based on the extracted condition provide the importance of the present study.

Theoretical concepts

Spiritual intelligence

In order to choose among the existed ways in discussing spirit or the true mysticism from the wrong one, one would require the term spiritual intelligence through which humankind is not perplexed or excited and would find the true ways. Also, he can distinguish between the risky ways from the leading one. A plethora of studies have confirmed the positive relationship between spirituality and success. The results of these researches highlight that spiritual values not only do lead to improvement in staff lives but also they enjoy the capability to improve the organization (Howard, 2004).

There are different definitions of spiritual intelligence to be developed all of which indicate on flexibility in line with changings, experiencing the failures, self-awareness, creativity and development of organization. As an example in case, Levin (2000) states that the spiritual intelligence occurs when one is able to integrate sprit with daily affairs. Spiritual intelligence is necessary to identify and organizing the skills and capabilities so that using the sprit the individual is able to improve adaptability (Emmons, 1999). in addition, Zohar and Marshal (2000) describe spiritual intelligence as the one through which one is able to solve the issues having to do with meaning and values, the one which places the activities and lives in a more broad and meaningful way, and the one which assists people in knowing which ways of lives are more meaningful than the others.

Models of spiritual intelligence

Emmons model

Emmons believes that the spiritual intelligence integrates the external aspects of intelligence with internal elements of spirituality. Hence, it creates an amazing capability in people in a way that one is able to make use of sprit in a practical status.

Zahar and Marshal Model of Lily

Zahar in the book titled spiritual intelligence, determines the lily as an individual symbol which enjoys spiritual intelligence, using lily as an ultimate symbol manifests humankind as enjoying spiritual intelligence and is an evident way to include the western and eastern customs and traditions. As is believed by Zahar, spiritual intelligence assists people in delimit the issues through their imaginations. Lily initiates life in darkness and difficulty. It connects the sky and the earth which is regarded as the integrity. The aim of western integrity has been the achievement to such an integrity (Saghravani, 2009).

Vegan Model

Vegan develops a model to describe the spiritual intelligence which emphasizes the meanings of life. Supported by claims of Emmons, vegan bellies that spiritual intelligence can be applied in solving problems which is based on individual's awareness. The implications of this model are in line with three elements of spiritual intelligence:

- a) The ability to make inference based on deep understanding of issues having to do with the world
- b) Getting knowledge in multi-aspect levels of awareness and capability and to use them to solve the problem
- c) Getting insight into the interaction among all living creatures and their communication with meta world

King offers four components for spiritual intelligence:

- a) Critical thinking: the first component of spiritual intelligence has to do with critical thinking. The ability to think is defined by the reality of existence, the existing world, time, death and other meta-world concepts.
- b) Of personal meaning: the second component of spiritual intelligence is related to personal meaning including the ability to create the meaning and personal goal in all physical and psychological experiences categorized by capacity of creation and determine the goal of life.
3. Transcendental consciousness: points to the capacity of knowledge and understanding of self, others and material world.
4. Development of consciousness: is concerned with the ability to enter higher levels of consciousness such as pure consciousness, world-based awareness, integrity and unity (King, 2008).

Spiritual intelligence in organization

As is already known, the era of completion and complexity exits and all organizations involve people who behave in an unpredictable manner. It is the humankind who enjoys the spiritual intelligence, the one empowering him to be creative and make changes in rules and roles, to make necessary changes and change himself based on the setting. Hence, the only way to encourage people is to improve their sprits and paving the way by their leaders. In fact, the leader draws exclusive perspective of future of organization and dissolute with the staff in a way that they believe in organization future, thus making promising view.

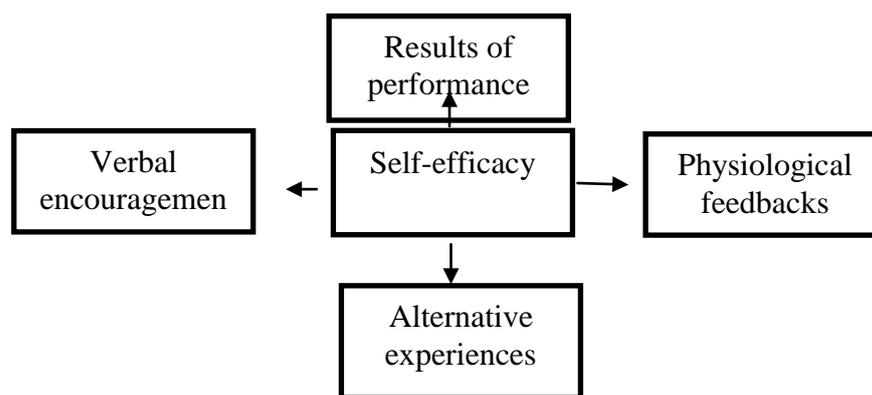
A variety of psychological theories have attempted to study human kind and determine the relevant behaviors. Social cognitive theories among these theories that Bandura has a big role in its development. The concept of self-efficacy has been developed by Bandura and has facilitated its understanding. The cognitive theory of Bandura has been offered in response to his not satisfaction of behaviorism and psychoanalysis since these two concepts overlook the role of cognition in motivation.

Definition of self-efficacy

The concepts of self-efficacy have been developed in socio psychological setting by Bandura which is a main factor in theory of social learning (as cited in Kurbanoglu, 2003). Bandura defines personal self-efficacy as the feelings of qualification, deserves and capability in coping with life. It is defined as the individuals' beliefs in their capabilities to accomplish their tasks in order to attain the required goal. It is also defined as the level of perceiving the level of control in life (Shoultsze, 2008).

Components of self-efficacy

Bandura (1997) developed a schemata of four information resources that people taken into account as judging their self-efficacy.



Review of literature

(Mehdi, Fahmimi, and Shahsavari, 2012) investigated the relationship between spiritual intelligence and general self-efficacy among 180 Senior High School students of Robatkarim. The results indicated that there was a relationship between spiritual intelligence and self-efficacy at 0.05 levels.

Organizational spirit and its effect on staff creativity (comparative approach) was a study carried out by Mogimi *et al.* (2012) who proved that the two variables were correlated at 99% level of confidence. It was suggested that leaders draw their attention to improve spirit in order to develop the creativity and issues of organizations. In another study conducted by Adegbola (2007), the relationship between spirit and self-efficacy was investigated and positive relation between spirit and self-efficacy was reported. The regression analysis was utilized to study the hypotheses of the research. Also, Smith (2010) developed a study to explore the possible bond between self-efficacy and spirit regarding job satisfaction and the intermediate role of leadership among American soldiers. The findings revealed that there was a positive relationship between spirit and self-efficacy. Correlation analysis was run in this study (as cited in Golchin and Sanjeri, 2012).

Design of the study

The study is descriptive-survey as well as correlation. The statistical population comprises of workers of Urmia National Distribution of Petroleum Products Company including different sections involving full-time and contract-based employers. Samples of the study include 131 personnel extracted from Morgan table where 145 questionnaires were distributed and 132 cases were collected. The questionnaire involves three sections as described below:

First section: including personal information, gender, age, level of education, kind of cooperation with organization and job experience

Second section: in order to calculate aspects of spiritual intelligence aspects, 42-item questionnaire of King Model was used

Third section: to evaluate the level of self-efficacy, the present sample of this study is based on that done by Smith including 10 items which investigates the relationship between the two variables. The validity of the questionnaire has been confirmed by experts and professionals. Using Cronbach alpha coefficient, the reliability of questionnaire was

obtained. Having assessed the results of SPSS software, Cronbach alpha coefficient was reported for self-efficacy and information technology as 0.883 and 0.723, respectively.

To study the normal or non-normal distribution of variables and to make statistical analysis of the research hypothesis, Kolmogorov-Smirnov test and correlation coefficient test were employed.

Research findings

To study the hypotheses, parametric and non-parametric tests were utilized in case the variables were distributed normally or in a non-normal way, respectively. Since self-efficacy variable is distributed in a non-normal state, the study made use of Spearman correlation coefficient for testing all hypotheses.

Hypothesis 1

There is a significant relationship between transcendent awareness and self-efficacy of staff working at West Azarbaijan National Distribution of Petroleum Products Company.

Table 1. Statistic of first hypothesis

Variable	Transcendental awareness	Test statistic
Self-efficacy	0.657	Correlation coefficient
	0.000	Level of significance

According to the above table, correlation coefficient is 0.657 and the level of significance is 0.000, so null hypothesis is rejected. This means that there is a significant relationship between transcendent awareness and self-efficacy of staff working at West Azarbaijan National Distribution of Petroleum Products Company.

Hypothesis 2

There is a significant relationship between critical thinking and self-efficacy of staff working at West Azarbaijan National Distribution of Petroleum Products Company.

Table 2. Statistic of second hypothesis

Variable	Transcendental awareness	Test statistic
Critical thinking	0.852	Correlation coefficient
	0.000	Level of significance

According to the above table, correlation coefficient is 0.852 and the level of significance is 0.000, so null hypothesis is rejected. This means that there is a significant relationship between critical thinking and self-efficacy of staff working at West Azarbaijan National Distribution of Petroleum Products Company.

Hypothesis 3

There is a significant relationship between of personal meaning and self-efficacy of staff working at West Azarbaijan National Distribution of Petroleum Products Company.

Table 3. Statistic of third hypothesis

Variable	Transcendental awareness	Test statistic
Critical thinking	0.316	Correlation coefficient
	0.000	Level of significance

According to the above table, correlation coefficient is 0.316 and the level of significance is 0.000, so null hypothesis is rejected. This means that there is a significant relationship between of personal meaning and self-efficacy of staff working at West Azarbaijan National Distribution of Petroleum Products Company.

Hypothesis 4

There is a significant relationship between level of consciousness and self-efficacy of staff working at West Azarbaijan National Distribution of Petroleum Products Company.

Table 4. Statistic of fourth hypothesis

Variable	Transcendental awareness	Test statistic
Developing level of consciousness	0.176	Correlation coefficient
	0.045	Level of significance

According to the above table, correlation coefficient is 0.176 and the level of significance is 0.045, so null hypothesis is rejected. This means that there is a significant relationship between level of consciousness and self-efficacy of staff working at West Azarbaijan National Distribution of Petroleum Products Company.

Main hypothesis

There is a significant relationship between spritual intelligence and self-efficacy of staff working at West Azarbaijan National Distribution of Petroleum Products Company.

Table 5. Statistic of main hypothesis

Variable	Transcendental awareness	Test statistic
Spiritual intelligence	0.638	Correlation coefficient
	0.000	Level of significance

According to the above table, correlation coefficient is 0.638 and the level of significance is 0.000, so null hypothesis is rejected. This means that there is a significant relationship between spiritual intelligence and self-efficacy of staff working at West Azarbaijan National Distribution of Petroleum Products Company.

RESULTS AND DISCUSSION

Spiritual intelligence describes a set of skills and capabilities each of which are activated and value within social and historical contexts. Emmons (2000) and Zahar and Marshal (2000) believe that spiritual intelligence causes that individual gets deep insight into the events and occurring in life and to not be concerned with the difficulties, thus employing thought and patience to overcome them and offering solutions in this case. Several studies have confirmed the role of spiritual intelligence in organizations and workplace. It assists people in evaluating themselves in workplace and make sympathy in relation to themselves since individuals who make sympathy are more liable to show enthusiasm with others.

The aim of the present study was to investigate the relationship between spiritual intelligence and self-efficacy based on Spearman correlation coefficient. The results indicated that Spearman correlation coefficient was 0.638 between the two variables which has significant at 0.05 level. This means that there was a direct relationship between spiritual intelligence and self-efficacy. As is seen, the two variables are highly correlated. One would determine the spiritual intelligence and the utmost intelligence of an individual which causes new and positive attitude in him and others in relation to self and others. since self-efficacy has to do with the individuals' beliefs about the abilities and skills, one would assert that higher levels of spiritual intelligence leads to positive attitude if an individual through spiritual intelligence so that he is able to make use of skills in a better way accompanied by higher levels of self-efficacy. There has been no study to investigate the relationship between spiritual intelligence and self-efficacy; however, Adjobla (2007) reported a positive relationship between the two variables. Also, Moalemi (2008) carried out a study among the university students and found that there was a positive relationship between spiritual intelligence and spiritual health, negative relationship of this concept with non-optimum thoughts. Relying on the study conducted by Smith (2010), it is concluded that there is a positive relationship between spiritual intelligence and self-efficacy which is in line with the findings of the present study. Also, the results manifested that there was a positive and direct relationship between spiritual intelligence subscales and self-efficacy. Among these subscales, critical thinking ($r= 0.852$) was the strongest predicting variable while the weakest predicting variable was developing consciousness ($r= 0.176$). Transcendent awareness component ($r= 0.657$) and of personal meaning ($r=0.316$) were reported as the second and third predictable variables in terms of the relationship with self-efficacy.

Suggestions

Based on the results of the present study, a number of suggestions are provided as follows:

Identifying the components of organizational commitment and their effects on spiritual intelligence. Investigating the relationship between spiritual intelligence and self-efficacy of different staff members. Identifying novel and technological elements on staff self-efficacy.

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