Studying the Relationship between Spiritual Intelligence and Creativity of Employees in Kerman Executive Systems

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ABSTRACT

Spiritual intelligence is human capacity to search and ask final questions about life meaning and simultaneously experience a concrete connection between every human and a world in which they live. Recognizing all spiritual states of a person and what factors are affected by this variable needs to study more. One factor is creativity of employees. Creativity means passing through a new way or a tradition way by a modern method. This research generally aims to test the relationship between spiritual intelligence and creativity of employees. This paper was studied using sectional studies and correlation method in a statistical sample of 25532 people of employees in Kerman executive systems. The sample was determined by Koucran formulation and 377 people were selected as respondents by class sampling proportional to sample size. Gathering information was used by two questionnaires to measure validity of spiritual intelligence and creativity of questionnaire in view points of 5 professors and members of scientific mission from Kerman and RAfsanjan open universities in which validity was obtained 0/95 and 0/89. Credibility of questionnaire was also obtained 0/91 for questionnaire of spiritual intelligence and 0/86 for questionnaire of creativity by Cronbach's Alpha. To describe gathered data Pierson and Spearman statistical tests were used. Gathered data was analyzed by SPSS software. Results of the research show that there is a direct and meaningful relationship between spiritual intelligence and creativity of employees. So it is suggested to create some conditions in organizations in order to increase creativity rate by accepting spiritual intelligence.

KEYWORDS: Spiritual intelligence, creativity of employees.

1. INTRODUCTION

To select correctly among present ways in the field of spirituality and mysticism and recognizing right way from false way and/or right mysticism from false one, some instruments are needed that the most important one is spiritual intelligence. Spiritual intelligence can be learned as an ability that gives one a power and whishes and makes them to try obtaining them. This intelligence is a field of all things that people believe and includes the roles of beliefs, norms, opinions and values in their responsible activities. It is an intelligence by which some questions are asked related to basic and important subjects and some changes are created in their lives. In fact they solve their problems using spiritual intelligence and regarding place, meaning and value of those problems. By this intelligence someone can makes his works activities meaningful and be conscious about his purpose to do those activities and learns about his valid behaviors and great method of life to make a sample in life. (Eshghi, 2012:1)The importance and necessity of presenting spirituality and religion, especially spiritual intelligence in new age is felt from various points of view (Sohrabi, 2009:14). Employees by high spiritual intelligence have high creativity. Creativity is also one of the main aspects of thinking. Thinking includes the process of reorganizing or changing present information and symbols in long-term memory(Castiglione, 2008).

Problem explanation

For a long period organization are going to get some scores in the world of business to be successful and go ahead of their rivals and in this regard finding some ways to select and grow suitable human forces is ever seen, either in the past which the main factors of success were the rate of firm financial capitals, kind of machinery and also applied technology of organization or recently that organization employees play more important roles which are considered as an important competitive advantage among scientists, authors and managers, changing the word of employee to human force, then to human capital also shows increase of this change(Haghighatju, 2006).

Regarding that creativity hasn't founded in organizations yet and there is no effective application for it and in other side, because of increasing environmental changes and transitions, there is no way to retain organizations except creativity, so it is important to recognize and use creativity correctly and to make people more conscious about creativity, evaluating it causes to develop and improve using creativity. Organizations and their managers often suppress the creativity of employees instead creating the field of creating and improving it unintentionally. It is important, because suppressing creativity closes the way of new ideas and finally prevents development. Also people often don't know how to increase their creativity. Gilford believes that creativity is

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one of the main aspects of thinking. Thinking includes Thinking includes the process of reorganizing or changing present information and symbols in long-term memory, in other words oriented activities to solve problems(Castiglione, 2008).

Several dimensions of intelligence have a certain effect on creating creativity in people and based on spiritual intelligence have a meaningful relationship with emerging creativity in people(Amram, 2005). and according to previous related researches it is resulted that there is a meaningful relationship between spiritual intelligence and creativity of people. In Zoohr point of view, spiritual intelligence is the same thing which is called wisdom for several centuries. Achieving this wisdom, someone can relates to his mind, a relationship by which he leaves all present contrasts of mind and get an inner calm and peace. By spiritual intelligence, one can leave, change or renovate inefficient and improper samples of thinking(zoher, 2000).

Spiritual intelligence presents creativity for organizational employees and let them to change rules and transit position. Creativity s one of the most important activities by which human life improves. Also it is certainly explained that without them human life may be disappeared (Heavy and Miscle, 1993:35, Persian translation). In the world of business, an organization having employees by high intelligence, has a positive and effective space, accepts new ideas, uses changes in the best way and finally makes a complete, active and ready to apply every position and time(Amram, 2005).

According to above, a basic question of this paper includes: Is there a relationship between spiritual intelligence and creativity of employees in Kerman executive systems? Answering this question needs a scientific and research work.

Research purposes

Main purpose

1-Recognizing and describing the position of spiritual intelligence in Kerman executive systems.

Secondary purposes

1- Recognizing and describing the position of creativity in Kerman executive systems.

2- Recognizing and describing the relationship between spiritual intelligence and creativity rate of employees in Kerman executive systems

4- Recognizing and describing the relationship between perception and source of being and creativity rate of employees in Kerman executive systems.

5- Recognizing and describing the relationship between spiritual life and creativity rate of employees in Kerman executive systems.

Theoretical grounds of research variables

Spiritual intelligence is a new paradigm which was appeared after multiple intelligences of Gardner in his "Frames of mind" (1983). Forming spiritual intelligence is followed after evolution of emotional intelligence. Emotional intelligence was first introduced by Payne in 1985, then it was presented as social intelligence by Salovey and Myre . This intelligence was used and developed in global business by Golman in 1995 in a book with the same title. Then spiritual intelligence was presented, although it isn't exactly clear that when and by whom this definition was created(Nasel, 2004).

Immunze (2000) believes that several definitions and interpretations of spirituality and religiosity attract the attention of researches on the meaning of spirituality. In the same time, new methods emerged in religion psychology and using them some effective but non influential measures were regarded by which beliefs, commitments and spiritual behaviors relating to daily life are considered. Immunze believes that in this condition it is important to have a meaning by this potential that unifies the literatures of these subjects. He also believes that this meaning is spiritual intelligence. Young (2007) explains that spiritual intelligence is human capacity to search and ask final questions about life meaning and simultaneously experience a concrete connection between every human and a world in which they live. Spiritual intelligence is an instrument to solve problems regarding their place, meaning and value. By this intelligence someone can makes his works activities meaningful and be conscious about his purpose to do those activities and learns about his valid behaviors and great method of life to make a sample in life. (Young, 2007:1000). Spiritual intelligence is doing mentioned matters effectively and operationally in special positions and daily life. (Nazel, 2004:450)

Although enough researches aren't done in the field of growing and transition of spiritual intelligence and more experimental-qualitative researches are needed, but it can be mentioned that capacity of this intelligence is different in several people and it is gradually formed and completed within environments in which spiritual questions are raised. It seems that age and sexuality is effective in spiritual intelligence too. Young believes that some main changes are produced in unconsciousness of people after age of 35 , which may be effective in the manner of spirituality and spiritual intelligence. Also some researchers such as Young believe that this transition in women is different from men (Conlin, 1999).

In fact this intelligence is related to asking rather than answering, that is one asks more questions about himself and his around environment and world. (McMullen, 2003)

Noble and Vougan believe that eight components showing developed spiritual intelligence include : honesty and frankness, integrity, humility, kindness, generosity, patience, resistance, stability and desire to meet other's needs. (Nazel, 2004:63)

McMullen (2003) believes that some values such as courage, integration, intuition, compassion are components of spiritual intelligence. He also points that there is a relation between insight and spiritual intelligence, and in contrast stress is against insight. He mentions paying attention to calmness as one of the way of increasing insight. In his point of view, increasing struggle will fail when making decision is late (McMullen, 2003)

So he points to spiritual intelligence comprising five several(ability) components. In Immunze's opinion at least five abilities present spiritual intelligence. They are often praised in many cultures. Some cultures prefer these skills more. There is no holly thing about this that these abilities are five and there is no special order to set them. People by spiritual intelligence have special properties including:

1-Ability to promote physically and materially: Human capacity for entering uncommon and high levels of intelligence and also exceeding or ascending from normal and physical limitations.

2-Ability to enter higher spiritual level: Being conscious about final fact which produces the feeling of unity and intimacy, in which all boundaries disappear and all things are integrated in a unit whole.

3-Ability to achieve holiness in daily activities, events and relations: Understanding Divine presence in common activities. For example Immunze and colleagues showed that ordinary individual efforts can be changed to spiritual affaires by holiness process.

4-Ability to use spiritual resources to solve life problems: Essentially religious people can tolerate stresses more comfortably. These people learn more in mental and spiritual problems and grow by these problems.

5-Ability to behave in humble way: Right and proper behaviors such as generosity, liberality, humanity, kindness and sacrificed love and… which are ever popular. Immunze explained that self-controlling is the main core of all these humble behaviors and is necessary for all life areas. Self-controlling exposes seven mortal sins such as gluttony, laziness, haughtiness, anger, greed, passion and envy (Howard, 2002).

In Immunze point of view, determining these five components is the first step of designing spiritual intelligence structure. It isn't certain that these properties are five, less or more than five. Now in the development primary stages of this meaning, using a meaningful approach is more suitable. (Vaughan, 2003)

Intelligence isn't the only mental human activity. But creativity is one of the most interesting and effective kinds of mind functionalism which forms the main unit of today rich technology, art and literature. Comparing many mind abilities, a little studied are performed about creativity. Basically there is no general agreement in definition of creativity about its measuring, anticipating, emerging and changing. Creativity is merely a property of character for many psychologists, but for some psychologies creativity is a skill related to cognitive activities. (Litchfield, 1999)

Like other psychological definitions, there are different views for which special nature, origin and output are explained. Now we explain briefly the most important ones.

-Creativity as a grant from GOD: In ancient world some philosophers such as Plato believed that GOD takes the memories of these men and granting an innovation force uses them as his ambassadors (Torrance, 1998). Creativity is a gift from GOD and it is originated by inspiration more than education (Amobile, 1993).

-Creativity as insanity: This old view considers creativity as insanity. Abnormality, self-absorbing and irrational appearance of creativity were some factors by which some people such as Lambruzuo (1981) considers the result of rational damage and to approve his claim he called some famous and genius people which were relatively nervous or insane. For example Niche in all life specially creating his works was between psychological balanced and imbalanced states. Today people imagine some abnormal and creative works ill-like which are relatively different from behavioral standards and social customs. Based on researches suicide, low desire to marriage, having a few number children and high rate of divorce in life of creative people is more than other people.

-Creativity as intuitive genius: Balancing the view f ill-imagining, illumination, intuitionism and non-educational nature of creativity were presented and someone having it, is considered as a different and rare person who can perceive a creative idea directly and by logic power. Apparently irrational errors helped Copernic and Galilea to set their theories. They didn't follow common and rational mind methods of thinking but they were guided by their unconscious mind. According to this idea, creativity can't be educated because it is unforeseeable and doesn't follow special principles and also is irrational and devoted to abnormal people(Keating, 1985).

-Creativity as vital force (vitality): Darwin (as Dobshansky said 1957) in parallel to his famous evolutionary theory, considers creativity original factor of life which is ever renovating. So, inanimate materials are uncreative. It seems that evolutionary creative force presents itself infinite that is unit, unrepeatable, and nonreturnable(Torrance, 1998).

-Gestalt theory: Chakleh's generalization forms Gestalt theory. So, creativity includes renovating models which have imperfect structures and mind is going to correct them. In other words creative thinking usually

starts by a problematic position which is imperfect in some aspects and finally mind will be active to correct and complete them and finds new ways(Amobile, 1993).

-Psychoanalysis theory: According to Freud famous psychoanalysis theory (1949) one of the most effective world scientists and initiator of psychoanalysis theory, creativity as a result of sublimation, abreaction (catharsis), and homeostasis claims definition of this theory. Rather than very school, Freudian psychoanalysis theory presents basic ideas about creativity which is an approach for related scientific researches. Freud believes that creativity and art are really a kind of emotional purification and abreaction which protect human health. In his point of view creator is a person who set art as an instrument for his inner conflicts and makes appeared his destroyed and ruined desires in an accepted frame, otherwise we should expect a psycho-dejection of one. In Freud's opinion, one's mental balance and growth relates to the correct balance between creation forces and invasive forces (creation forces relatively are preferred)(Kogan, 1983).

-Humanism theory of Karl Rogers and Maslaw: Karl Rogers (1954) and Maslaw (1962), are both of the most famous humanist psychologists. Rogers by his phenomenology theory believes that the main motive for growing character includes: tendency to activate talents, abilities and desires. Creativity is really as a kind of self actualization is the highest stage to meet needs and grow character and it means that an alive being desires to activate and promote all potential talents (Kereshner, Ledger, 1985)The origin of this desire is realism, opinion independency and one's inner satisfaction. As the reality of events are accepted in the manner they are, the ideas aren't imposed to others and the result of thinking efforts and creative works will be joyful. According to Rogers' peace of mind and freedom increase the probability of emerging creativity (Kogan, 1983). Maslaw also divided creativity to two main states of special talent creativity and self actualizing creativeness. In his opinion the first state can be associated by psycho-dejection, but the latter one emerges in the frame of a healthy character (Kogan, 1983).

-Gilford factor analysis theory: Gilford (1960) is presented in the field of creativity nature and measurement rather than everyone. In his opinion intelligence include 120 factors and abilities that just 50 ones are recognized. These abilities are divided to two main classes related to memory and related to thinking, but share of abilities related to thinking is so more. Abilities of convergent thinking and divergent thinking are parts of thinking abilities which everyone has sub factors too. First Gilford considered creativity relating abilities including divergent thinking, but then he found that more detailed factors in this article (Amobile, 1993).

Research theoretical framework

In this research spiritual intelligence is studied as an anticipating variable and employee creativity as a base variable.

In Zohre opinion spiritual intelligence is the same thing that is called wisdom for many centuries. Achieving this wisdom, someone can relates to his mind, a relationship by which he leaves all present contrasts of mind and get an inner calm and peace. By spiritual intelligence, one can leave, change or renovate his inefficient and improper samples of thinking. If exited intelligence helps someone to decide in the best way in all available positions, so spiritual intelligence will help him to change available position as he desires and get more proper and different position (zohre, 2000:156). Based on Ghobari Bonab and colleagues" theory, components of spiritual intelligence include:

1-Understanding and relating to being resource: Rate of understanding and relating to creator and believing being Creator.

2-Spiritual life: Spiritual life and organizational spirituality in workplace is an organizational way to spirituality which can include organizational efforts to create individual spirituality in workplace, but its organizational orientation to organizational purposes and abilities should be verified.

Studied components of creativity from Amiri and Raisi's point of view include:

1-Specialty: Having basic knowledge in a limited field and experiencing during many years. Emerging creativity in a person needs his skill in related area.

2-Creative thinking: Creative thinking can be described regarding the number of mind abilities which cause to present new solutions. It is necessary to point that there is low relationship between creative thinking and intelligence.

So creative thinking (or exactly methods of creative thinking) are thinking methods by which several solutions are resulted to solve problems. As a result getting the best solution will be high, as every method is responsible for just one part of solving problem.

3- Motivation: Creative people generally are motivated to activate their ideas.

It is said that human personal-social needs move to a certain purposes after orientation, so they form motivation in this way. According to Stenburg, intelligence is one factor differentiating creative people from non-creative people. Intelligence is a part of mind processes which is applied input, process and out put of information.

Intelligence is a precondition for creativity. So low intelligence of one causes low creativity, but a full intelligence doesn't show creativity in a person(Krishna, neak, 2002).

Research hypotheses

Main hypothesis

There is a relationship between spiritual intelligence and creativity of employees in Kerman executive systems.

Secondary hypotheses

1-There is a relationship between understanding and relating to being resource and creativity rate of employees in Kerman executive systems.

2-There is a relationship between spiritual life and creativity rate of employees in Kerman executive systems.

RESEARCH METHODOLOGY

This research belongs to operational researches from purpose point of view and to descriptive ones (from correlation) from nature and method points of view ion which information was gathered by field methods. Statistical society of research includes all employees from Kerman executive systems comprising 25532 people in 81 executive systems. Sample size was obtained 337 people by koucran formulation. To select people random class sampling proportional to class size was used.

Instrument of gathering information

In this research instrument of gathering information include two questionnaires.

-Questionnaire of employee spiritual intelligence

Questionnaire of employee spiritual intelligence includes 31 questions. To study the position of every component Likert five degrees option measure by options of completely agree, agree, relatively agree, disagree and completely disagree was used. Its validity and credibility were 0/95 and 0/91 respectively.

-Questionnaire of employee creativity

Questionnaire of employee creativity includes 24 questions. To study the position of every component Likert five degrees option measure by options of completely agree, agree, relatively agree, disagree and completely disagree was used. Its validity and credibility were 0/89 and 0/86 respectively.

Methods of data analysis

To describe gathered data in this research, different kinds of statistical indexes such as abundance, tables and curves were used. To deter mine correlation, Pierson and Spearman correlation tests were used. All statistical analysis was performed by SPSS software.

Findings related to demographic properties

Studied sample of this research includes employees of Kerman executive systems which includes following properties;

Sexuality: From all 186 respondents, 55/2 percent of sample size was men. And 151 people that is 44/8 percent was women.

Year of service

76 people that is 22/6 percent of sample size was people by service less than 5 years and 87 people that is 25/8 percent of sample was people by service between 5 to 10 years. People by service of 10 to 15 were 77 and 22/8 percent of sample, 34 people were by 20 to 25 years of service and 13 people more than 25 years.

Educations

The most abundance relates to people with B.A degree including 125 people and more than 37 percent of sample size. People with diploma degree were 24 percent of sample size and in the second order. The least abundance related to people with diploma and under diploma degree including 11 people. 21 people had A.A degree. 47 people that is 13/9 percent of sample size had M.A degree.

RESULTS OF RESEARCH HYPOTHESIS

Main hypothesis:

There is a relationship between spiritual intelligence and creativity of employees in Kerman executive systems. Based on results from correlation test, Pierson correlation test equals 0/510 and Spearman correlation test equals 0/581. It shows that there is a relationship between spiritual intelligence and creativity of employees (p<0/05). As correlation coefficients are positive, there is a direct relationship between two variables.

First secondary hypothesis: There is a relationship between understanding and relating to employees being resource and rate of employee creativity in Kerman executive systems. Based on results from correlation test, Pierson correlation test equals 0/373 and Spearman correlation test equals 0/474. It shows that there is a meaningful relationship between spiritual life of employees and creativity of them (p<0/05). As correlation coefficients are positive, there is a direct relationship between two variables.

DISCUSSION AND CONCLUSION

Research findings shows that there is a relationship between spiritual intelligence and creativity of employees in Kerman executive systems. Results of research statistical hypotheses are approved. Organizations

create values by continual and systematic innovation and leading creativity of their beneficiaries and improve their functions. They determine certain purposes and strategies for innovation and using approaches and creating networks for motivating employees, partners, customers and society and culture of creating jobs, they recognize chances of making ideas and innovating in and out of organization. In order to find new ways of creating value for customers, new methods of doing work and optimal use of resources and merits, they manage innovation in all dimensions of organization. Spiritual intelligence grants creativity to organization employees and let them to change rules and position. (Heavy and Miscle, Persian translation, 1993:35). Several dimensions of intelligence affect people creativity undeniably, and regarding spiritual intelligence has a meaningful relationship with emerging creativity in people. (zoher, 2000). So there is a relationship between spiritual intelligence with creativity of employees. Other researches show that some abilities and quality such as wisdom, creativity and passion are associated by developed spiritual consciousness resulted from religion(nasl, 2004).

IN addition to have intelligence, strong imagination and ability to use wide and organized experiences and information, Koehn (1987) considers third factor in creative person to grow creativity as "Intrinsic motivation". Creative person has a kind of inner motive to create a work. Employees with high intelligence have high creativity. In business world, an organization having employees by high intelligence, has a positive and useful space and receive new creativities and ideas, use changes in the best way and finally is an active, alive and ready organization to use all positions and moments(Nargesian, 2008:181). Creativity is a grant from GOD and resulted from inspiration rather than education (Farhangi, Fatahi, vasegh, Nargesian, 2009). Maugham also believes that inspiration is the base of creative thinking. (Amobile, 1993)

Findings of the research show that there is a relationship between understanding and relating to being resource and creativity rate of employees in Kerman executive systems. No research was found in this area to study and match the results of researches. According to definitions of this component, if someone can understand and relate to being resource correctly, his creativity and genuine will increase. Regarding to some prominent properties of people by high spiritual intelligence, Buddha, Christ, Prophet Mohammad are famous people to have these skills and quality and in fact they have high spiritual intelligence (nasl, 2004). Camer and Nek consider insight, creativity, honesty and trust, personal fulfillment and obligation as the most important advantages to encourage spirituality. Another group of psychologists of creating creativity consider insight, inspiration more. Asdovr(1990), Fieldman(1988), Simen and Kenric (1992) believe that insight is an important aspect of different stages of forming creativity. Creativity isn't created in vacuum, but it needs a motive. Spirituality can help people to develop their consciousness, increase their information, and it can relate creative power of human mind to GOD. (Krishna, neak, 2002). So it is expected that people by high creativity pay more attention to understand and recognize being resource.

Findings of the research show that there is a meaningful relation between spiritual life of employees and rate of creativity in Kerman executive systems. If people love human and are honest and serious , certainly they will achieve genuine and creativity . just human has spiritual intelligence , an changeable intelligence and ability which makes him creative and gives him ability to change rules and roles and makes many correctness and can change conditions in the best way . (jahed, 2005) in addition , employees by high intelligence have high creativity . In this organization, although people try individually, but no one believes that he makes a successful environment, because they know this success as a result of group work (Gunther, 2001). So it is expected that people who pay more attention to spirituality in their jobs, will show more creativity and genuine suggestions

1- Regarding that there is a positive and meaningful relation between spiritual intelligence of employees and their creativity and that spirituality and paying attention to spiritual intelligence can cause organizational and personal success of people, so it is suggested to make some conditions in work place in which employees can recognize literature and components of spiritual intelligence and learn how to use it and experience creative environment

2- Regarding that there is a relationship between

Understanding and relating to being resource, it is suggested that to provide conditions of understanding and recognizing being sources for employees to make them more creative

3- Regarding that there is a relationship between spiritual life and employee creativity , it is suggested that people know spirituality in their personal and work place to show their Creativity more and more.

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