Relationship between Spiritual Intelligence and Job Satisfaction

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ABSTRACT

The main objective ofthis study is to investigate the relationship between spiritualintelligenceand job satisfaction ofemployeesin public universitiesof Tehran. Spiritual Intelligence is a new concept on which many research have not been done, especially in Iran. Statistical society of this research consists of all official employees of Tehran public universities with B.A. and higher educational degrees. Sample size includes 231 individuals, selected based on simple random sampling method and Bola HS sample size determining formula (1970). Two questionnaires were used in data collection; 76-question spiritual intelligent, and 54-question job satisfaction questionnaire. Validity of questionnaires was measures using alpha Cronbach and was 0.81 for spiritual intelligent and 0.77 for job satisfaction. Research data were collected manually and were analyzed using proper statistical deduction methods (ex. correlation, regression, and t-independent) and SPSS software.
Findings of the research indicate that there is a positive and meaningful relationship between spiritual intelligence and job satisfaction of employees. It also represents that there is no meaningful differences between spiritual intelligence mean of employees considering gender differences.
KEYWORDS: Spiritual Intelligence, job satisfaction, employees,public universities.

INTRODUCTION

In general, intelligence can be defined as ability of people in adjusting themselves with new conditions. There are different types of intelligence: body intelligence, oral intelligence, visual intelligence, logical intelligence, emotional intelligence, musical intelligence, intra- personal intelligence, inter-personal intelligence, and spiritual intelligence, etc.

Spiritual intelligence is introduced as complementary part of human intelligence set, different from IQ and emotional intelligence. It informs people of their needs, desires, interests and abilities; an intelligence which helps them not only to recognize their inner values, but to explore new values. People use their spiritual intelligence for innovation, flexibility, deep-thinking or creative self-stimulation. It informs people of their inner problems and helps them to solve these problems; it gives a deep sense of main cause of living [1].

By this intelligence, people achieve basic values and meaning of life and search for main cause of their essence. It helps people to follow a new pattern and find the relation of different factors of life. Arnold and Feleman [1]believe that spiritual intelligence is the same as self-intelligence. Unlike IQ, it can be developed and improved.

Spiritual intelligence and job environment

Most of scientists believe that spiritual intelligence is the most important intelligence and have the power to change our life, society, world and our history. People with higher spiritual intelligence have wider view of life. Wide view means a vast picture of life and self, which results in more extended picture of objectives and statue in the world.

Spirituality is a new concept in organization, attracting the attention of managers, and experts. In this base, most of them consider spirituality as sustainable source of organization, which can help them in hard times, and solve disorders and order contradictions of organization, because organizations need continuous exchange of change and stability mood to continue their activities in different areas [2].

Management and organization domain is theoretically and practically under control of a dominant authority which have capability to be helpful in professional areas and evolving a true humanity [3].
Unlike most of the people believe that job and its environment has no spirituality, researches have indicated that spiritual intelligence can be used in many of work areas.
Spiritual intelligence is necessary for:

- Exploring and using deepest inner sources, to obtain flexibility and tolerance along with attention and accuracy
- Having sense of identity when a person confronts variable relations in work environment.
- Ability to recognize true meaning of events, circumstances and creating meaningful job
- Recognizing and balancing individual values with a clear understanding of objectives
- Maintaining values and being honest

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Amongst all of the concepts that have been studied by experts of organizational behavior and management and organizational and industrial psychologists in different organizational situations, job satisfaction is the most significant research areas in organizational behavior of individuals.

Locke[4]have explained various definitions of job satisfaction based on three following criteria:

1. Herzberget al.[5] believe that job satisfaction include two dimension:
   a) Hygiene factors: i.e. environmental situation of job and its outer aspects; such as supervision, interpersonal relations, working condition and characteristics
   b) Motivator factors: i.e. factors depending on duties, job content, its inner aspects, and aspects such as emphasize on advancement, responsibility and achievement.
2. Second common definition of job satisfaction arises from the following two questions:
   a) At this time, how much satisfaction do you have on your job? And
   b) How much satisfaction do you wish to achieve?

What a person has and what is following to achieve can be regarded as an index of job satisfaction. In another word, Gatti[6]describes job satisfaction as an act of coordination between needs and professional values of people and supporting system. In general, advisor psychologists describe job satisfaction as difference between what a person have versus what s/he wants to have.

Locke [4] describes job satisfaction as an evaluation process; a satisfying and positive emotional state caused from job evaluation or job experiences of individuals. Robert[7] defines job satisfaction as difference between reward a person receive and reward which thinks to achieve. A person with higher job satisfaction has positive feedback of the job. Loden et al. [8] defines job satisfaction as feeling of achieving desires; and believes that personal judgment on what happens in a job affects the amount of job satisfaction. Landi [10] lists need level and their general and organizational satisfiers in the following tables.Smith [9] defines satisfying factors of five needs in Table 2. Comparing two tables indicate that Landi [10] have introduced lateral advantages but Loden et al. [8] describes challenging and improving tasks.

Table 1. Hierarchy of needs and their satisfying methods in organization

Need level	General satisfiers	Organizational satisfiers
Physiological	Hunger, thirst, rest	Salary, reward, lateral benefits
Safety	Security, trust, stability, protection	Secure job opportunity, job security
Social	Kindness, sentimentality, dependency	Group work, friendly supervision, group partnership
Self-esteem	Self-respect and respect others	Job title, manager feedback, client feedback
Self-actualization	Post, status, validity, progress, improvement	Challenging job, creativity opportunity
Creativity		Job progress, organizational promotion

Table 2. Hierarchy of needs and their satisfying methods in organization

Need level	satisfiers
Physiologic	Sufficient salary, short-term rest, safe working conditions
Safety	Salary increases to meet inflation, job security, safe job opportunities, fringe benefits (medical insurance, pension, etc.)
Social	Creating opportunity for employees to interact with each other, to be accepted, encouraging togetherness through parties, organizational rites, group trips, sport teams
Self-esteem	Organizational posts, satisfaction of completing job, increasing competence, participating in decision-making, opportunities for advancement, challenging tasks
Self-actualization	develop skills of employees, encouraging creativity, improvement and increasing job abilities

Factors Affecting job satisfaction

Although employees have different needs and desires and are always in behavioral challenge, one main question is that are they truly satisfied with the job?

As cited by Weirsma [11] in a research on industrial employees describes the main expectation of employees on their job as suitable work environment, participation in work, order, appreciating their practice on job, loyalty of managers toward employees, proper salary, job promotion, understanding individual problems, job security, and interestingness of job.

In his research, Beverly [3] describes the main factors of job satisfaction as: kind manager, self-following, philosophy of organization existence, lateral advantages, and effective relationship with job supervisor, financial compensation, and more responsibility in group work, job recognition, work environment, and work schedule.

Locke [12] classifies factors affecting job satisfaction in three groups: 1) basic factors, 2) organizational factors, 3) cognitive intermediate factors. In another research he classifies them as 1) physical factors, 2) social factors, and 3) work nature.

Rollinson[13] define job satisfaction as a viewpoint dependent to work which is important to various organizations. But the most important issue on job satisfaction is responsibility of employees.

In a research, McCllandandBoyatzis [14] found that there is a relationship between spiritual intelligence and success in work, and spirituality and good functionality in organization.

In another research on 200 elder men and women, 100 of which were living with their families and 100 in elder house, King [15] found that spirituality can be found in every men and women, whether religious or non-religious. It was also found that there is no difference between their spiritual intelligence; the only difference was on their believes such as

believing in God, religion, spirit, self-consciousness, spirituality in leadership, cooperation, flexibility, dominance on difficulties and enduring pain, etc.

In their research on relationship between spiritual intelligence and mental health of students of Bu Ali Sina University, Noble [16] used correlation descriptive research method and spiritual intelligence and general health questionnaire and achieved the following results:

To investigate the difference between spiritual intelligence and mental health of male and female students, independent T was used and showed no meaningful difference between male and female students.

MATERIAL AAND METHODS

The research has practical objectives, with quantitative data and correlation method. Statistical society of the research includes 2400 personnel of public universities of Tehran with BA and higher degrees.

Research data was collected using two questionnaires: 76-question of spiritual intelligence [17, 18, 19, 20] which was designed for Iranian society. 54-question of Job description Index (JDI) of Smith [9] was used to investigate the amount of job satisfaction, and was translated to Persian. Sample groups were selected randomly and after receiving letter of introduction from officials, questionnaires were distributed among them. Questionnaires were computed manually and finally were analyzed using SPSS software.

Validity of both questionnaires was measured by Alpha Cronbach and was 0.81 for spiritual intelligence questionnaire and 0.77 for job satisfaction questionnaire. Justifiability of both questionnaires was acquired by visual justifiability using 12 experts.

Data analysis

At first, demographic information of samples of this research was classified for statistical analysis. Based on every hypothesis, proper analysis was done.

First of all, descriptive indexes of variables (maximum, minimum, mean, standard deviation) were measured. Then relationship between predictor variables and criteria variables were calculated using Pierson correlation method. Multiple-regression was carried on to investigate hypothesis and responding research questions. SPSS-16 software was used to analyze research data.

RESULTS AND DISUSSION

Results from the present experiment as presented in Table 3 showed that spiritual intelligence could be one of the significant and affecting factors on increasing job satisfaction.

Table 3. descriptive indexes of spiritual intelligence and job satisfaction in sample group

Variables	Number	Minimum	Maximum	Mean	Standard deviation	strain	skewness
Self awareness	213	43.00	52.00	47.2160	1.95717	170	-0.212
Self-stimulation	213	15.00	27.00	22.2676	1.78271	-0.173	0.546
Prospect orientation	213	14.00	20.00	17.3333	1.19617	0.083	0.196
comprehensiveness	213	10.00	14.00	12.6056	1.04356	-0.661	0.535
Loving others	213	16.00	22.00	19.0516	1.45114	0.437	-0.883
autonomy	213	9.00	18.00	14.4225	2.06951	0.530	0.726
Accepting differences	213	5	19.00	15.5117	2.19263	-1.584	10.480
Humility & modesty	213	16.00	24.00	20.6948	1.80037	-0.112	0.331
Tendency to asking whys	213	16.00	22.00	19.5681	1.90613	-0.347	-1.048
Ability to change mind frameworks	213	14.00	19.00	16.8028	1.52297	-0.277	-1.110
Using challenges positively	213	15.00	21.00	18.3052	1.42280	-0.155	-0.644
Responsibility	213	13	18.00	15.5634	1.47686	0.021	1.020
Spiritual intelligence	213	223	259	239.3427	5.84629	0.003	0.243
Job satisfaction	213	94	258	176.258	18.6	0.202	3.277

Using table 3 it can be concluded that:
1. Comparing means of 12 parameters show that self-awareness (47.21) has the highest and self-motivation (22.26) the lowest mean.
2. Comparing standard deviation of 12 parameters represent that self-awareness with standard deviation of 1.96 has the most disperse and comprehensiveness with standard deviation of 1.435 has the least disperse.
3. Positive skewness states that distribution skewness to normal distribution is toward right direction and positive strain show that distribution strain is higher than normal distribution.
   Average level of job satisfaction in sample group is 176.258

DISCUSSION

As mentioned before, research data were collected using two questionnaires: 76-question of spiritual intelligence, and 54-question of job satisfaction. Sample group was selected randomly and their questionnaires were collected manually and analyzed using correlation tests, regression, independent-T, etc.

Following results were achieved:

1- Findings of first hypothesis, "there is a relationship between spiritual intelligence and job satisfaction of male and female employees of public universities of Tehran", s show that there is a meaningful positive relationship between spiritual intelligence and job satisfaction of male and female employees, that is, increase of spiritual intelligence increases job satisfaction level. This finding is in accordance with findings of King [15] and Noble [16].

2- About the second hypothesis, "spiritual intelligence in female employees is higher than male employees of public universities of Tehran", findings show that there is no meaningful differences between spiritual intelligence mean of employees in different genders. This finding is in accordance with findings of Jackson [21].

3- Findings of the third hypothesis "job satisfaction of female employees is higher than male employees of public universities of Tehran" show that there is meaningful and positive difference between average levels of job satisfaction of two genders. This finding is in accordance with the findings of Loden [6].

4- Findings of the hypothesis that "increase of spiritual intelligence will increase job satisfaction of male employees of public universities of Tehran" show that correlation coefficient of spiritual intelligence and job satisfaction of male employees is 0.31 which is meaningful in 95%. In another word, increase of spiritual intelligence of male group will increase their job satisfaction. This finding is in accordance with findings of McCllandandBoyatzis [14].

CONCLUSION

Referring to statistical analysis of research data and also results from the presented study, it can be concluded that spiritual intelligence is one of the significant and affecting factors on increasing job satisfaction.

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