

## Investigation of Relationship between Spiritual Intelligence and Job Erosion

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### ABSTRACT

Spiritual intelligence (SI) is a particular kind of final intelligence that represents spiritual & value issues & solves the concerning problems. The present study studies the relationship between spiritual intelligence & job erosion. Statistical population of this research was primary schools teachers of Abadan city. Standard questionnaires in both fields were distributed among 132 people & their reliability & validity were analyzed. Finally, simple & multiple regression test proved negative relationship between SI & its dimensions & job erosion.

Furthermore, relationship between care dimension & Existential questioning dimension (from SI dimensions) with job erosion was proved. But no significant relationship between other dimensions of SI & job erosion was discovered.

**KEYWORDS:** Spiritual intelligence, Care, Existential questioning , Job erosion.

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### INTRODUCTION

After expansion of intelligence concept to other fields, capacity & human abilities especially propounding excitement intelligence in psychology, Emmons (cited from Rajaei) formed spiritual intelligence concept. SI is a kind of intelligence by which human beings become able to lead activities & life in a deeper, richer & more meaningful way. Global attention to human life spiritual dimensions by psychologists led to the constitution of SI concept. SI is a combination of intelligence & spirituality elements (Emmons, 2000). SI is a kind of intelligence by which human beings become able to lead activities & life in a deeper, richer & more meaningful way.

Various changes arisen in different job spheres & inability to adapt to these changes exerts high pressures to individuals. One of the main incomes of job stress is job erosion which is a kind of disorder that is formed due to long exposition to mental pressure & has signs of excitement, physical & mental erosion (Anisi, 2010).

#### Spiritual Intelligence

SI is concerned with mind's internal life & existence. SI is mostly concerned with individual's mental ability. It is attitude towards self- awareness, relationship with excellence, others, earth & creatures. SI concept includes a kind of adaptation & problem- solving that comprises the highest levels of growth in the cognitive, ethical, excitement, inter- individual & ... fields & helps individual with getting coordinated with phenomena around & achieving internal & external integration ( GhobariBanab, 2007). In the recent years, intelligence is not only a cognitive ability but it also involves other intelligence spheres like excitement, natural, spiritual & existence intelligence (Rajaei, 2008).

As said by Emmons, SI is a set of abilities to exploit religions & conceptual resources.

SI combines intelligence & spirituality constructions in one single concept, while spirituality is search for finding sacred elements, meaning, high awareness & excellence, SI means the ability to use such subjects that can predict the performance & adaptation of the individual & result in production & valuable results (Rajaei, 2009). Vaughan believes that SI is a kind of multiple intelligence that can develop independently. In order to gain judgement in decision- making that help improve physical & mental growth, human need SI (Vaughan, 2002). Mc sherry et al emphasize that SI is a base for individual believes that affects performance, in a way that forms real shape of life. SI helps improve patience against problems. In fact, SI is a capacity for inspiration & looks for solutions to basic questions of life (Mc sherry, 2002). SI helps people with evaluating their job situation & feel sympathy towards them. This is important because self- sympathy can cause sympathy towards others (Noble, 2002).

### SI elements according to ISIS questionnaire

Integrated spiritual intelligence scale (ISIS) was introduced by Amram & Dryer in 2007 & the revised form of this questionnaire was presented by the above- mentioned authors. The proposed elements of this questionnaire were 7 main components of consciousness, Grace, meaning, excellence, truth, calm and steady step (Amram, 2007).

**Consciousness:** means expansion of attention & awareness to life, & utilization of self- awareness states like thinking, prayer & using all actions to develop self- awareness.

**Grace:** means having a divine life, enjoying life based on affection, beauty, trust, hope fullness, optimism & attitude based on faith & generally loving life based on right, enjoyment & grace.

**Meaning:** experiencing meaning in daily activities using targetful feeling & invitation to service.

**Excellences:** moving with self- confidence & improving inter- personal relationships through unity & empathy.

**Truth (trust):** living in acceptance & obvious yielding to everything also negativeness, curiosity & love for all creatures, living for all divine gifts, forgiving, acceptance & affection.

Yielding & calm & peace: calmness, personal acceptance, affection, patience, modesty (trust, god, absoluteness).

**Internal leadership:** internal freedom along with rational actions responsiveness including: insight, attitude, honesty & freedom from dependence or fear, expression of courage, creativity & responsibility (Amram, 2007).

The propounded dimensions by Amram was revised in Iran by Mahmudi in 2009 & finally the following 12 factors were chosen as measurement indicators in this research: individual self-awareness, domineering behavior, intelligentsia, problem- solving, consciousness, General Perspective, care, Existential questioning, meaning, deep intuition, Divinity & internal supervision.

### Job erosion:

This concept was introduced by frendenberger in 1970. He defined job erosion (JE) as inability to have a good job performance due to job stress (Arefi, 2010). This concept drew much attention & research due to its negative impacts & was firstly noticed by American researchers in 1970, developing to other English- speaking countries like Canada & England later. Then, many books & articles were published in this field (Amiri, 2011). JE has negative impacts on organization, family & social life. Among its negative impacts are absence in job place, long delays, struggle in work environment, & leaving job. In order to overcome the mentioned problems one must fight the factors that create mental stress & erosion (Mohammadi, 2007). In addition to the main JE factor which is long exposition to mental & nervous pressures, there are other factors that play role in creating erosion (Seyed Javadin, 2007). Scott refers to environmental factors role in creating JE (Scott, 2001).

### Job Erosion Dimensions

Messelsh & Jackson see JE as signs of three dimensions: Emotional exhaustion, depersonalization & personal accomplishment reduction that are formed due to environmental pressure- making factors (Maslach, 1981).

**Emotional exhaustion:** shows exhaustion feeling & undermining excitement resources due to working with people which arises from high impact of personal stress on erosion.

**Depersonalization:** Refers to negative and critical behaviors towards other people in work environment and demonstrates the fact that job erosion is inter-individual.

**Decrease of personal accomplishment:** refers to decrease of positive feelings, efficiency feeling decrease & dissatisfaction from personal performance and the individual evaluates him negatively, feels sad about himself& not satisfied with himself (Sas, 2011).

## LITERATURE REVIEW

In a research titled “relationship between SI & clinical competency” on nurses by Gazerani et al (2011) it was found that significant relationship exists between SI & happiness, and also all of the components of SI except for forgiveness had significant relationship with happiness. No positive significant correlation existed between SI & happiness with nurses’ demographic characteristics (Ghazarani, 2011).

In another research titled “ transformational leadership predicting intelligence: investigation of relationship between SI, emotional intelligence & transformational leadership” & after using factor analysis & creating a questionnaire to measure SI and using structural equations method, concluded that both SI and EI have considerable impact on transformational leadership (Farhangi, 2009). Amram et al research (2009) titled” investigation of EI & SI impact on efficient job management showed that SI has significant relationship with efficient management. EI also hand significant relationship with effective management (Amram, 2007). Miller (2005) in a research titled” relationship between organizational atmosphere.”

And JE in libraries & computer centers of universities " in west Virginia studied the relationship between organizational & job " erosion & concluded that there was positive relationship between demographic features & erosion, & formal teaching years with emotional exhaustion alimensions & depersonalization. There was negative relationship between employee categorization & emotional exhaustion (Miller, 2005).

Finally we can expect from the above researches that SI growth will change personal perception of problems of job & will increase sympathy & patience & can reduce JE. The following section will deal with the relationship between SI & JE.

### RESEARCH METHODOLOGY

The present research is of applied & descriptive type from objective & hypothesis structure point of view. The dimensions of SI & their relationship with JE in primary schools teachers have been studied.

The present research will study correlation. Therefore regression test was used. SI was the independent variable & JE variable was dependent variable.

Considering our goals & research type, the hypotheses are as follows:

**H1:** there is significant and negative relationship between SI & JE.

**H2:** there is significant negative relationship between the dimensions of SI & JE.

Considering the upper hypotheses, OI has relationship with JE and this relationship is negative.

The dimensions of SI were 12 dimensions as follows: individual self-awareness, domineering behavior, intelligentsia, problem- solving, consciousness, General perspective, care, Existential questioning, meaning, deep intuition, Divinity & internal supervision. Job erosion is also comprised of three dimensions as: emotional exhaustion, depersonalization & personal accomplishment decrease.

Figure 1 shows the direction of the hypothesis variables relationship in a conceptual model.

In order to collect data, standard questionnaire was used in the form of 5-point Likert scale. To measure SI, Mahmudi's long form (2009) which is extracted from ISIS questionnaire of amram (2007) was used & to measure job erosion Geldar's questionnaire (GBI) (1989) was used .content validity of the questionnaires was verified by experts. reliability test was also done by SPSS & chroonbach's alpha to show 0.85 for SI questionnaire & 0.879 for JE statistical population was primary schools teachers of Abadan and Cocheran's formula necessitated 140 questionnaires distribution & finally 132 questionnaires were analyzed .descriptive analysis studied frequency table & average ,median , percent, SD, variance & histogram graph . Hypothesis analysis was conducted by multiple regression test.

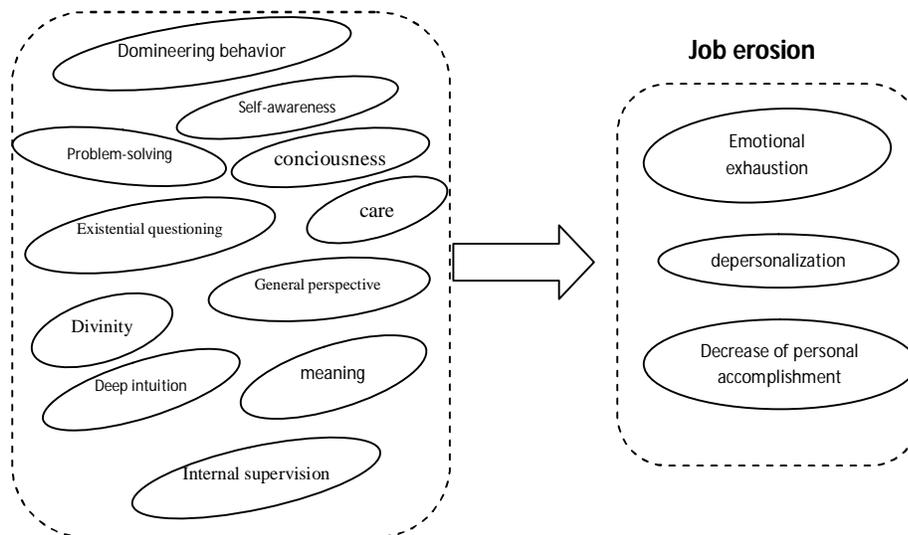


Figure 1: the relationship between variables (research model)

**Data analysis**

**Research descriptive results**

Considering research sample size which was 132 people, 62.37 percent of sample was female & the remaining was male. Marital status of 31.82 percent was single & 68.18 percent were married.

Table 1 describes respondent's number, mean & SD of respondents points in twelve dimensions of SI. JE dimension were also analyzed as above.

Considering the results of Table 1, the mean points of the components self- awareness , intelligentsia, problem-solving , General perspective, care , Existential questioning, meaning ,deep intuition, Divinity & internal supervision was greater in women than men . JE was also greater in woman than men.

In addition, the mean points of the components: domineering behavior, intelligentsia, problem-solving, General perspective, intuition, Divinity & supervision was greater in married respondents than in singles.

**Table 1. mean and SD for research variables**

SI dimensions	sex						Marital status						total		
	female			male			single			married			number	mean	SD
	number	mean	SD	number	mean	SD	number	mean	SD	number	mean	SD			
Self-awareness	83	32.03	5.51	49	31.85	6.22	42	32.56	6.49	90	31.69	5.4	132	31.97	5.76
Domineering behavior	83	16.55	2.78	49	16.82	2.81	42	16.5	2.89	90	16.72	2.74	132	16.65	2.78
Intelligentsia	83	14.99	3	49	12.89	3.82	42	14.16	4.1	90	14.24	3.15	132	14.21	3.47
Problem-solving	83	16.82	3.35	49	16.51	2.62	42	16.67	3.13	90	16.72	3.09	132	16.71	3.09
Consciousness	83	9.63	2.04	49	9.86	1.84	42	9.75	2.34	90	9.7	1.78	132	9.71	1.97
General perspective	83	12.70	2.62	49	12.45	2.74	42	12.4	3.08	90	12.79	2.45	132	12.66	2.66
Care	83	7.94	1.96	49	8.26	2.15	42	8.18	2.12	90	8	2	132	8.06	2.03
Existential questioning	83	6.7	1.31	49	6.1	1.67	42	6.51	1.61	90	6.46	1.47	132	6.48	1.51
Meaning	83	6.39	1.47	49	6.16	1.41	42	6.35	1.62	90	6.28	1.37	132	6.3	1.45
Deep intuition	83	8.6	4.02	49	8.44	1.26	42	8.21	1.4	90	8.69	3.84	132	8.54	3.27
Divinity	83	4.84	1.63	49	4.78	1.74	42	4.51	1.67	90	4.96	1.65	132	4.82	1.66
Internal supervision	83	5.73	1.28	49	5.38	1.63	42	5.46	1.43	90	5.67	1.43	132	5.6	1.43
Job erosion	83	143.41	19.22	49	139.16	22.87	42	140.46	21.51	90	142.47	20.35	132	141.83	20.67

**Hypotheses test results**

**First hypothesis :** there is significant and negative relationship between SI & JE.

simple regression test was used to investigate relationship with SI & JE & the results are summarized in table 2.

**Table 2. Regression test for predicting job erosion by spiritual intelligence**

Variance source	Squares sum	Freedom degree	Squares means	F	significant	result
Prediction	4699.46	1	4699.46	11.91	0.0015*	verified
Remaining	51271.21	130	394.39			
Total	55970.67	131				

P<0.01\*

The results of regression test shows that the variable SI can be a good predictor for JE variable ( $F_{(1,130)} = 11.91$ ,  $P < 0.01$ ).The results also show that multiple correlation coefficient square is ( $R^2 = 0.08$ ). This means that SI can predict 8 percent of job erosion variable. It can be seen that SI has significant relationship with JE & the negative sign shows that the relationship is negative & converse.

**Second hypothesis:**

There is significant negative relationship between the dimensions of SI & JE.To test the second hypothesis, multiple regressions was used simultaneously.

**Table 3. Multiple regression test for predicting job erosion**

Variance source	Squares sum	Freedom degree	Squares means	F	significant	result
Prediction	15475.1	12	1289.59	3.79	0.0018*	verified
Remaining	40495.57	119	340.29			
Total	55970.67	131				

P<0.01\*

The results of multiple regression analysis in table 3 shows that the dimensions of SI can predict JE very well (F (12,119) = 3.79 , P < 0.01 ) .R squared was als ( R<sup>2</sup> = 0.027) which means the dimensions of SI can predict 27% of JE changes.

It is obvious that there is negative significant correlation between JE & self-awareness (r<sub>xy</sub>=-0.31 , P < 0.001 ), domineering behavior (r<sub>xy</sub>=-0.33 , P < 0.001), problem-solving (r<sub>xy</sub>=-0.27 , P < 0.001 ), General perspective (r<sub>xy</sub>=-0.24 , P < 0.001) & care (r<sub>xy</sub>=-0.3 , P < 0.001 ).

**Table 4. Standardized regression coefficients of spiritual intelligence in predicting job erosion**

Predicting variables	B regression coefficients	SE	coefficientsβ	t	significant	result
Self-awareness	-0.65	0.52	-0.18	-1.24	0.21	reject
Domineering behavior	-1.01	0.81	-0.13	-1.24	0.21	reject
intelligentsia	0.68	0.71	0.11	0.94	0.34	reject
Problem-solving	-0.92	0.8	-0.13	-1.14	0.25	reject
consciousness	0.41	1.07	0.04	0.39	0.69	reject
General perspective	-1.02	0.93	-0.13	-1.09	0.27	reject
care	-2.49	1.008	-0.24	-2.47	0.013 **	verified
Existential questioning	3.68	1.2	0.27	3.06	0.003 *	verified
Meaning	-0.07	1.51	-0.005	-0.04	0.96	reject
Deep intuition	0.76	0.52	0.12	1.46	0.14	reject
Divinity	-0.52	1.07	-0.04	-0.48	0.62	reject
Internal supervision	2.23	1.3	0.15	1.7	0.09	reject

P < 0.05\*\*      P < 0.01 \*

The results of mutual correlation of SI dimensions is as follows: self-awareness= (-0.31), domineering behavior (-0.33), intelligentsia (-0.14), problem-solving (-0.27) , consciousness (-0.15), General Perspective (-0.24), Existential questioning (-0.12), meaning (-0.15), deep intuition(-0.02) & Divinity (-0.07) that shows significant negative relationship with job erosion. Considering regression coefficients of Beta in table 4, apart from care (t= -2.47 , P < 0.05 ) & Existential questioning(t= 3.06 , P < 0.01 ) , other components are not able to predict job erosion & these two components are good in predicting JE.

### CONCLUSION & DISCUSSION

First hypothesis: there is significant and negative relationship between SI & JE.

Results showed that SI can predict & percent of job erosion variable changes and we can say that high SI will lead to less JE. Spirituality & meaning have great impact on mental health & therefore can be used in confronting with occupational problems. Spirituality also includes helping other people & creatures. Spirituality is comprised of meaning, excellence & love. SI wakes individuals to have a complete understanding of goals. Therefore it can be said that a person with high SI, not only has commitment to his job, but also he/she does not lose his/her motivation due to correct perceptions.

Such a person with high SI does not see other people as objects or bugs but he loves other people & increases his endeavor to improve satisfaction .such a person will feel god's presence in his life & does not lose his motivation & will not undergo JE. The results of the current research matches the results of Hoodfar research (2010) in which 290 nurses of Babol medical sciences university were asked to fill Geldard's JE questionnaire. In that research data were analyzed by descriptive & analytical statistics and the results showed that the main causes of JE are inadequate salary, lack of social support, lack of support of managers from nurses , lack of job security & high working hours . in that research , JE showed converse relationship with age & work experiences we can say that perception from JE increase with age & JE decreases .

Also many researchers have proved the relationship between success & spirituality & results show that spiritual values not only helps employees life quality improvement but also helps with promoting overall organizational success (Ameram, 2007).

Second hypothesis:

There exists negative significant relationship between 12 dimensions of SI & JE.

The results of multiple regression showed that 12 dimensions of SI predicts JE very well ( $F_{(12,119)} = 3.79$ ,  $P < 0.01$ )

Among SI dimensions one can mention consciousness which is self-awareness increase, modesty which is the cause of confidence & love, meaning which is feeling for target in everyday life, excellence that means a general view & empathy, truth that involves acceptance & forgiveness, yielding to god's grace, modesty & also internal navigation that inspire integration.

The above components make individuals patient & steady. Since SI is a new construction & includes personal capabilities it involves a kind of effective problem-solving & adaptation (Ghobari Bonab, 2007) & involves highest levels of cognitive, moral & inter-personal spheres & helps individual with coordinating with its environment (Samadi, 2005). Lotfi et al (2008) stated that SI affects mental health of respondents. Ganzerani (2011) believes that SI affects nurse's happiness & causes better adaptation to job stress. Finally it is proposed that this research be conducted in other jobs. Also it is better to do this job in different organizational units with different working pressure & the results be compared.

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