



**International Journal of Biology, Pharmacy
and Allied Sciences (IJBPAS)**

'A Bridge Between Laboratory and Reader'

www.ijbpas.com

**THE RELATIONSHIP BETWEEN SPIRITUAL INTELLIGENCE OF
EDUCATIONAL DEPARTMENTS' EMPLOYEES AND QUALITY OF THEIR
WORK LIFE IN ISLAMIC AZAD UNIVERSITY, CENTRAL TEHRAN BRANCH**

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ABSTRACT

The main objective of the present study is assessing the relationship between spiritual intelligence of educational department employees and quality of their work life in the Islamic Azad University Branch of Central Tehran. Applied methodology in this study is in kind of descriptive correlation method. For purpose of data collection, King's Spiritual Intelligence Inventory (SISRI) and questionnaire of Quality of Work Life (QWL) have been applied. Statistical population in this study includes all employees of educational departments of Islamic Azad University of Central Tehran in 2014, which has been equal to 20 persons (220 women and 100 men). Reliability of the questionnaire has been obtained using SPSS software and size of studied sample has been obtained to 185 people based on Cochran formula, which would be considered to 200 based on pre-estimation. Obtained results indicate that there is significant correlation between spiritual intelligence of employees of educational departments and quality of their work life in Islamic Azad University of Central Tehran. In addition, there is significant and positive correlation between factors of spiritual intelligence (critical existential thinking, production of personal meaning, Transcendental Consciousness and Expanding state of consciousness) of employees of educational departments and quality of their work life in Islamic Azad University of Central Tehran

Keywords: spiritual intelligence, educational departments, quality of work life

INTRODUCTION

People need constantly a source for purpose of connecting to the whole. Saying prayers and sense of belonging to a Whole Existence such as God is one of the main needs of human life and one third of physical diseases can be resulted from spiritual and mental factors. Hence, the relationship between religious beliefs and spiritual modes means that spirituality has important role in suffering from disease or being healthy. With the presence of peace and purposefulness that can be achieved based on considering spirituality, role of spiritual intelligence in gaining such purposefulness is important and it can pave the way for growing and enhancing development and prosperity of spirituality of people [1].

Spiritual intelligence is the ability of deep understanding of spiritual questions and innate attitude that is multiple dimensions of the intelligence. Spiritual intelligence is the concept of awareness of spirituality as power of creative life of evolution. Spiritual intelligence is also perfect inner consciousness and deep understanding of object, substance, mind and spirituality. Spiritual intelligence is mostly mental ability of people. Spiritual intelligence is associated with individual, interpersonal relations and spirits. Self-awareness attitude is the relationship of people with

sublime, with each other and with the earth and creatures [2]. Spiritual intelligence includes inner wisdom and guidance, maintaining equanimity, inner and external peace and inner wisdom, along with kindness and mildness and gives the ability to gain a power that helps people to achieve their wishes and dreams [3]. Based on definitions, spiritual intelligence may be a cognitive-motivational issue, which is a series of skills of adaptation and introduces sources that can facilitate problem solving and achieving to the goals [4].

Nobel and Vegan believe that eight factors that can indicate developed spiritual intelligence include accuracy, Integrity, humility, kindness, generosity, tolerance, resistance and desire to meet the needs of others [5]. Spiritual intelligence can be appeared in form of consciousness and would be changed in form of constantly developing consciousness of substance, life, body, mind, soul and spirits. Hence, spiritual intelligence is something beyond the mental ability of people and can relate the individuals to beyond them and to their souls. In addition, spiritual intelligence is beyond the common psychological growth. Hence, self-awareness includes consciousness of the relationship with transcendental creature, other people, the earth and all creatures [6].

Friedman and McDonald [2] have reviewed different meanings of spirituality and have presented its important components as follows:

- 1- Being concentrated on ultimate meaning
- 2- Being aware of multiple levels of consciousness and their development
- 3- Belief in price and value of life
- 4- Being promoted to a big whole [7].

Using spiritual intelligence, seeking meaning and ability to see greater picture of personal life can be followed in each event or experience of life. In addition, some abilities of spiritual intelligence such as wisdom, self-awareness, creative thinking, integrity, and compassion and reasoning questions encompass wider range of issues in addition to spiritual and existential affairs [8]. For example, the capabilities can be applied for conceptualization and transparency of communicative issues and planning and regulating policies and mission declaration [8].

One of the most important issues in regard with employment and job is paying attention to work quality of people. Worter and Davis have defined quality of work life as having good advantages, challenging and useful work conditions. Dubrin Ireland Williams consider quality of work life as a

process, through which all employees of the organization participate in designing their job and their working environment through communicative canals that have been embedded for this purpose. Quality of work life can provide some opportunities for the employees, through which wide range of their needs can be met in their workplace. Plan of quality of work life includes any kind of improvement in the organizational culture, which is the factor for growth and prosperity of employees in the organization. Hence, value system of quality of work life considers investment on people as the most important variable in the equation of strategic management and believes that meeting needs of employees can result in improvement and long-term efficiency of the organization. Dolan and Schuler have stated about effect of improvement of quality of work life on reduction of job fatigue that paying attention to quality of work life means emphasizing methods that can deform the organization, so that it can achieve outcomes that can increase job satisfaction and efficiency of employees and enhance their influence and reduce their mental tension and leaving job. It seems that these goals can be achieved at the same time.

Plan of quality of work life is a process, by which all members of the organization can interfere in decision making processes that

are effective on their work life through open communicative ways created for this purpose. As a result, they can enhance their pleasure about their job and their job tension and stress has been considered as a factor that can cause improvement of their quality of work life. The two factors have mutual effect, which can be observed tangibly in the organization. As quality of work life and its improvement is in relationship with job satisfaction of employees and on the other hand, job satisfaction, reduction of mental stress and reduction of job fatigue are related to each other, obtained result from the assumption can be emphasized. American Community of Education and Development and Resource Development Academy have also claimed about the relationship between quality of work life and job fatigue.

METHODOLOGY

The present study is in kind of non-experimental studies and has been conducted using correlation method, in which the relationship of spiritual intelligence of employees of educational departments and their quality of work life in Islamic Azad University of Central Tehran Branch has been investigated.

The study is fundamental study in terms of type of study and in terms of objective and nature, it is an applied study, since objective of fundamental studies is

development of knowledge in a special field and the objective of applied study is using findings of fundamental researches.

RESULTS AND DISCUSSION

Components of spiritual intelligence in Islam

In the original culture of Islam, spiritual intelligence has gained many attentions implicitly. The following components are presented for spiritual intelligence based on religious proses as follows:

- 1- Observation of unity beyond the apparent plurality
- 2- Receiving spiritual messages from events and phenomena
- 3- Asking questions and receiving spiritual answers on origin and source of the existence (origin and the resurrection)
- 4- Recognizing resistance of the existence and interpersonal relations on virtue of human justice
- 5- Recognizing virtue of passing over suffers and mistakes and using forgiveness in interpersonal relations
- 6- Recognizing spiritual patterns and regulating behavior on basis of spiritual pattern
- 7- Recognizing dignity and personal value and preserving prosperity of the dignity

- 8- Recognizing the process of spiritual growth and regulating internal and external factors for purpose of improving the spiritual process
- 9- Recognizing meaning of life, death and relevant events of life, death and mental limbo and heaven and hell
- 10- Understanding presence of God in life
- 11- Understanding artistic beauties and creating sense of appreciation and acknowledgement
- 12- Having sense of love and mysticism, in which the desire is reaching origin of knowledge, not deduction and analogy
- 13- Having poetic intelligence to find hidden concept in a poem
- 14- Spiritual intelligence can cause understanding concept of Quran verses and can also make people to understand narratives of prophets better and with more depth
- 15- Spiritual intelligence can be a great help in understanding stories of holly proses and deducing symbolic meaning of the stories
- 16- Spiritual intelligence, which has been applied in Quran for owners of Ol Al-Albab, can

make people to become aware of origin of the reality and can pass over veils of ambiguity

Although Islamic mystics have also mentioned the components, as the components can increase adaptability of human with the existence, they can be considered among spiritual components. Effective factors in spiritual intelligence, which have been considered as virtue and piety in Islamic proses, can play key role in empowerment of spiritual intelligence, along with daily practices such as thinking in creation, thinking in souls and fasting, saying prayer, reading Quran and honest thinking of its verses.

Advantages of empowerment of spiritual intelligence

In website of Awakening of the Innate Hero, advantages of empowerment of spiritual intelligence have been presented as follows:

- 1- Inner growth and gaining awareness: spiritual intelligence can make people to achieve inner growth and maturity. In other words in philosophical language of India, it has been named as awareness of nature of consciousness and understanding of the inner nature can be a reflection of nature of all creatures and such understanding can give awareness of the unity with

the existence world and all creatures.

- 2- Deep intuition: spiritual intelligence can make people familiar with the global mind and makes them related to answer of questions and solution of problems that are result of deep intuition. Hence, people can be integrated and in this regard, spiritual intelligence can empower focused sense on the target through creating integrity; although it can prevent people to be in several parts and groups. As a result, people can conduct their choices towards original consciousness or deep intuition.
- 3- Unity with the existence world: spiritual intelligence can enable people to be integrated with the natural environment and to be adjusted with the processes of life. Spiritual intelligence can guide people for understanding integrity and unity.
- 4- Problem solving: people would be able to observe greater image and make their actions meaningful with the image and recognize values and solve them.

Concept and definitions of quality of work life

Quality of work life can be investigated from two perspectives. From one perspective, quality of work life can be considered as a series of tangible and actual conditions in the organization such as policies of innate improvement, freedom-oriented leadership, participation of employees and secure actions and work conditions with the attitude of employees and their imagination about sense of security, satisfaction and ability of growth and development as a man. This perspective believes that quality of work life is associated with the amount that can meet all needs of people. Hence, quality of work life can be considered in terms of hardware and software. On the other hand, quality of work life is a multidimensional concept or structure and one can't present unit and comprehensive definition of it.

From the early days of movement of quality of work life in 1970s decade to the date, various and different definitions have been presented that here some of them have been referred.

Wroter and Davis have defined quality of work life as taking benefit of good advantages and leadership, challenging and useful and interesting work conditions. Dubrin and Ireland Williams believe that quality of work life can provide some opportunities for the employees, through which wide range of their needs can be met

in their job and workplace. In their opinion, quality of work life has different forms and their common part is that the authority of the work and workplace is assigned to the employees and through this, their commitment, satisfaction and efficiency can be increased. Based on the definition resented in Management Dictionary, quality of work life is a condition, under which an employee can take benefit of some advantages such as good leadership, desirable workplace and challenging and satisfying job.

Beljer has defined quality of work life based on some features as follows:

1. Role of employees in decision makings
2. Participation of employees in problem solving
3. Sharing information
4. Constructive feedback
5. Team work and cooperation
6. Being meaningful and challenging
7. Job security

Mir Kamali has defined quality of work life as giving opportunity to the employees for making decision on the products or services in job or workplace, which want to be presented with the most effective situation [9].

Improvement of quality of work life means any kind of activity, which is conducted in any part of the organization for purpose of

improving effectiveness of the organization through growth of employees and their human dignity. Through the process, beneficiaries of the organization (management of the labor unions and employees) learn to how behave with each other and determine that what actions, changes and progresses are effective and should be conducted, so that goals of the organization can be realized and quality of work life can be also enhanced for all members of the organization. Through integrating the definitions, it could be mentioned that improvement of quality of work life means consistency and integrity among goals and needs of the employees and the organization. It means almost same thing said by Taylor (1916) in book "Principles of Academic Management" that interests of employees have no contradiction with goals and intentions of managers of the system.

Quality of work life

Basic goals of an effective plan of quality of work life are improves work conditions and more organizational effectiveness. Positive outcomes of the mentioned plan have been supported by a number of the previous studies, which includes reduction of absence-orientation in the organization and less shifting of personnel and more improvement and job satisfaction.

Some other authors have conducted a study under the title of "new wave of quality of work life" and have considered new wave of quality of work life teams including teams of employees, who determine relevant goals of their work and consider criteria for determining such goals as follows:

- Improving methods of doing their work in a manner that they can be accepted by customers, workforce and the manager.
- It can cause gaining money or cost reduction.
- It can cause improvement of presenting services to the customers.
- It can enhance the spirits of group and team work.

Components of Walton's Quality of Work Life

Components of quality of work life have been presented in view of different scientists. Since the study has applied Walton Model for purpose of measuring quality of work life, here components of Walton Model have been presented.

Fair and enough payment

The payment of employees against their mental or physical work or both of them would be adjusted with social criteria, workload and similar jobs. In new perspective to Human Resource

Management, compensation of services of employees can't be conducted only through paying the salary and monetary advantages, but also level of quality of work life would be considered that includes indirect and nonfinancial advantages.

Goals and importance of payment system

Payment system is important, since it can:

- 1- Create the confidence that wage and advantages of the institute is enough for attracting individuals in right time and for suitable jobs.
- 2- Maintain good employees. If payment system is unable to persuade employees suitably to be based on equality in the organization and have competition out of the organization, they would leave the institute.
- 3- It can motivate the employees. Payment system can consider performance and rewards for efficiency and create motivation in the employees.
- 4- Conduct payment based on legal regulations. As payment system includes many legal regulations, organizations should be aware and should not departure the rules in the plan of payment.
- 5- It can control strategic goals of the organization and workforce costs.

In order to create desirable environment and supportive conditions for attracting the best employees, the organization can design attractive payment system. As a result, organizational goals such as fast growth, continuing services and innovation can be realized through this [10].

RESEARCH HYPOTHESES

Main hypothesis:

There is a significant correlation between spiritual intelligence of employees of educational departments and quality of their work life in the Islamic Azad University of Central Tehran.

Secondary hypotheses:

- There is a significant correlation between critical existential thinking of employees of educational departments and quality of their work life in the Islamic Azad University of Central Tehran.
- There is a significant correlation between production of personal meaning of employees of educational departments and quality of their work life in the Islamic Azad University of Central Tehran.
- There is a significant correlation between transcendental consciousness of employees of educational departments and quality

of their work life in the Islamic Azad University of Central Tehran.

- There is a significant correlation between expanding consciousness state of employees of educational departments and quality of their work life in the Islamic Azad University of Central Tehran.

STATISTICAL POPULATION

Statistical population in this study includes all employees of educational departments of Islamic Azad University of Central Tehran in 2014, which has been equal to 20 persons (220 women and 100 men).

Statistical sample size

In this study, applied formula for estimating ample size has been as follows:

$$n = \frac{\frac{t^2 pq}{d^2}}{1 + \frac{1}{N} \left(\frac{t^2 pd}{d^2} - 1 \right)}$$

$$N = 320, \quad T = 2, \quad q = 0.5, \quad p = 0.5 \\ d = 0.05$$

Obtained statistical sample has been equal to 185 people, which has been considered to 200 people through considering the pre-estimation.

Sampling method

According to unequal distribution of the population in terms of both gender and number in the different collages, stratified sampling method has been applied. Due to the number of men and women in the

population, 145 people of women and 55 men from different collages were selected randomly.

Data collection instrument

King's Spiritual Intelligence Inventory (SISRI)

SISRI inventory of has been designed in 2008 by King. The inventory includes 24 items and has also 4 scales as follows: critical existential thinking, production of personal meaning, transcendental consciousness and expanding consciousness state. The more the score of

individuals is in this inventory, the higher their spiritual intelligence would be. SISRI inventory has 24 items and the main objective of it is measuring amount of spiritual intelligence from different dimensions (critical existential thinking, production of personal meaning, transcendental consciousness and expanding consciousness state). Scoring range of the inventory has been based on 5-point likert scale and options and scores related to each option have been presented in table 1.

Table 1: options and scores related to each option

Option	Completely wrong	Wrong	to some extent right	Highly right	Completely right
Score	0	1	2	3	4

However, this method of scoring has been reversed for item 6 and has been presented as follows:

Table 2: scoring for item 6

Option	Completely wrong	Wrong	to some extent right	Highly right	Completely right
Score	4	3	2	1	0

Questionnaire of Quality of Work Life (QWL)

The questionnaire has been made based on Walton's components and has been applied by many researchers. The questionnaire includes items such as fair and enough payment (questions 1-5); secure and healthy workplace (questions 6-8); providing opportunity of continuous growth and security (questions 9-11); legalism in the organization (questions 12-17); social dependence of work life (questions 18-20); total space of life (questions 21-25); social

integration (questions 26-29) and development of human capabilities (questions 30-32).

Statistical method

Studied variables would be investigated in two parts of descriptive and inferential statistics. In order to assess statistical population, studied variables would be described using frequency distribution tables and diagrams. All calculations have been processed using SPSS software under windows and required data base. Frequency distribution table and diagrams have been

applied for purpose of tracing information and statistical examinations like regression

and correlation tests have been also applied for this purpose.

Data description

Table 3: frequency distribution of sample population based on gender

Gender	Frequency	Relative frequency	Accumulative relative frequency
Female	145	72.5	72.5
Male	55	27.5	100
Total	200	100	

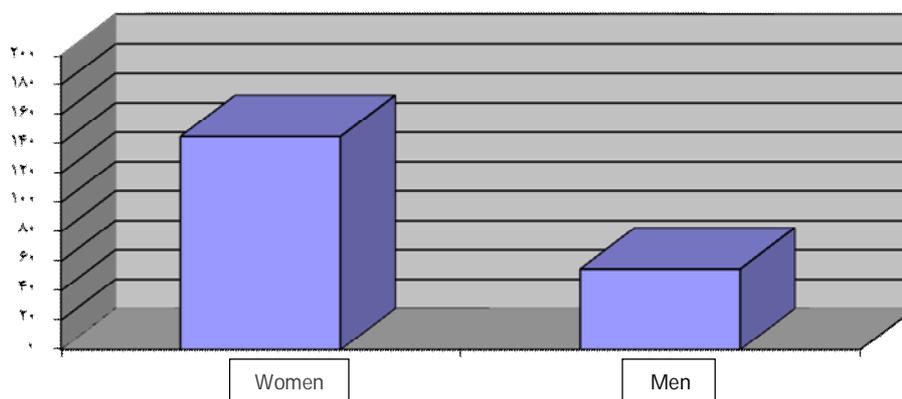


Figure 1: frequency distribution of sample population based on gender

According to the table and diagram 1, 72.5% of sample individuals equal to 145 people are women and 27.5% equal to 55 people are men.

Table 4: frequency distribution of sample population based on age

Age	Frequency	Relative frequency	Accumulative relative frequency
20-30 year old	5	2.5	2.5
31-40 year old	87	43.5	46
41-50 year old	83	41.5	87.5
Above 50 year old	25	12.5	100
Total	200	100	

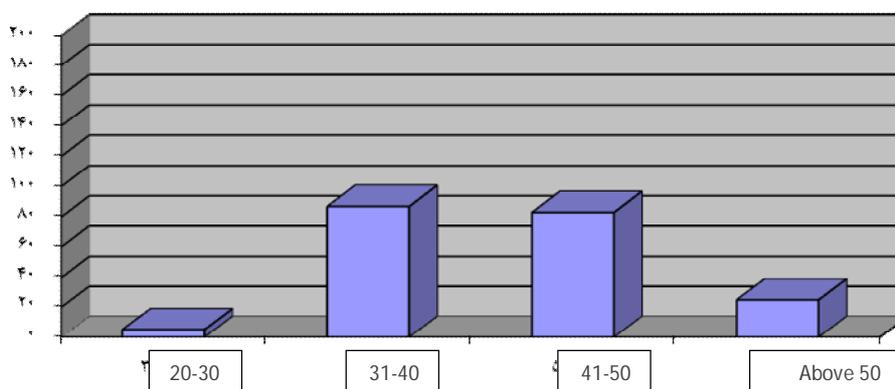


Figure 2: frequency distribution of population based on age

According to table and diagram 2, age of 2.5% of respondents equal to 5 people were 20-30 year old; 43.5% of them equal to 87

people were 31-40 year old; 41.5% equal to 83 people were 41-50 year old and 12.5% equal to 25 people were above 50 year old.

Table 5: frequency distribution of sample population based on work experience

Work experience	Frequency	Relative frequency	Accumulative relative frequency
Below 10 years	19	9.5	9.5
10-20 years	120	60	69.5
Above 20 years	61	30.5	100
Total	200	100	

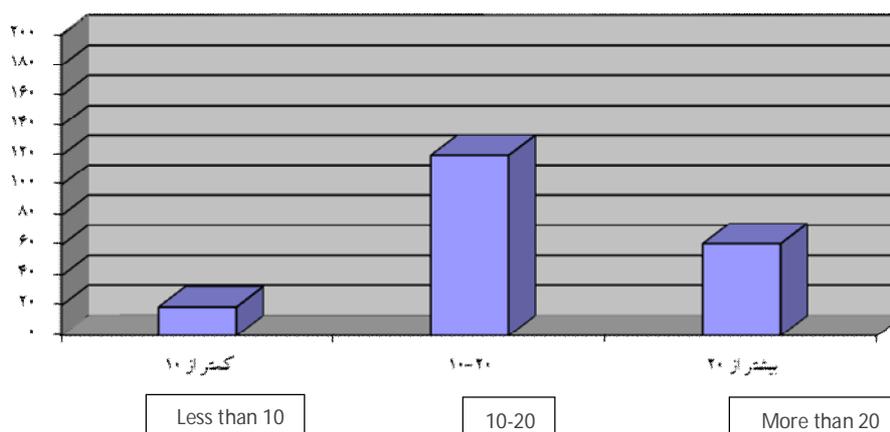


Figure 3: frequency distribution of sample population based on work experience

According to the table and diagram 3, 9.5% of respondents equal to 19 people had work experience below 10 years; 60% equal to

120 people had 10-20 years and 30.5% of them equal to 61 people had work experience above 20 years.

Table 6: descriptive indices related to spiritual intelligence

Components	Mean	Median	Mode	SD	Tilt	Skewness	Min	Max
Critical existential thinking	9.77	10	10	2.94	0.100	-0.1335	2	18
Production of personal meaning	8.23	8	7	2.76	-0.068	-0.382	1	15
Transcendental consciousness	11.35	11	10	3.69	0.054	-0.294	2	21
Expanding consciousness state	9.5	10	10	2.44	-0.087	0.129	2	16
Spiritual intelligence	40.92	41	39	8.26	-0.013	-0.150	16	61

Values in table 4 that demonstrate that mode, median and mean values for all variables are close to each other and also values of tilt and skewness that are below 1

indicate that distribution of data is normal and one can apply mean value as an index in parametric statistics.

Table 7: Kolmogorov-Smirnov test for measuring normality of distribution

Components	Number	z	Sig
Critical existential thinking	200	1.187	0.120

Production of personal meaning	20	1.322	0.061
Transcendental consciousness	200	1.245	0.090
Expanding consciousness state	200	1.287	0.073
Spiritual intelligence	200	0.652	0.789

Assumption of normality of distribution has been tested using Kolmogorov-Smirnov test.

According to table 5, it could be found from values of z and sig level that normal distribution has been confirmed in all components and accordingly, here parametric tests can be applied for testing hypotheses.

Values in table 5 that demonstrate that mode, median and mean values for all variables are close to each other and also values of tilt and skewness that are below 1 indicate that distribution of data is normal and one can apply mean value as an index in parametric statistics.

Assumption of normality of distribution has been tested using Kolmogorov-Smirnov test.

According to table 7, it could be found from values of z and sig level that normal distribution has been confirmed in all components and accordingly, here parametric tests can be applied for testing hypotheses.

Analysis of statistical data

Main hypothesis: There is a significant correlation between spiritual intelligence of employees of educational departments and quality of their work life in the Islamic Azad University of Central Tehran.

Table 8: descriptive indices related to quality of work life

Components	Mean	Median	Mode	sd	Tilt	Skew	Min	Max
Quality of work life	88.805	88	86	14.51	0.665	1.253	49	144

Table 9: Kolmogorov-Smirnov test for measuring normality of distribution

Components	Number	z	Sig
Critical existential thinking	200	0.960	0.315

Table 10: matrix of correlation between variables after omitting outlying values

Relationship management	Social awareness	Self-management	Self-awareness		
0.376	0.344	0.161	1.000	Critical existential thinking	Pearson
0.250	0.250	1.000	0.161	Production of personal meaning	
0.280	1.000	0.250	0.344	Transcendental consciousness	
1.000	0.280	0.250	0.376	Expanding consciousness state	
0.000	0.000	0.023	.	Critical existential thinking	Sig
0.000	0.000	.	0.023	Production of personal meaning	
0.003	.	0.000	0.000	Transcendental consciousness	
.	0.000	0.000	0.012	Expanding consciousness state	
400	400	400	400	Critical existential thinking	N

400	400	400	400	Production of personal meaning	
400	400	400	400	Transcendental consciousness	
400	400	400	400	Expanding consciousness state	

Table 8 indicates matrix of correlation between variables. Presumption of multivariate linearity has been also observed here.

Table 11: summary of regression analysis related to quality of work life based on spiritual intelligence of employees

Predictors	Non-standardized coefficients				t	Sig
	B	Estimation standard error	Coefficients Std. B			
	Fixed value	54.842	4.445	-----		
Critical existential thinking	0.827	0.334	0.168	2.473	0.014	
Production of personal meaning	1.039	0.335	0.198	3.009	0.002	
Transcendental consciousness	0.224	0.401	0.038	0.559	0.577	
Expanding consciousness state	0.224	0.401	0.038	0.559	0.577	

F=19.217**, R2=0.268; R2=0.283; R=0.532

According to table 9, R2 value (0.283) indicates that 28.3% of variance changes of variable of quality of work life can be explained by variables of spiritual intelligence (critical existential thinking, production of personal meaning, transcendental consciousness and expanding consciousness state). Observed R value (0.532) indicates also that the present linear regression model can be applied for prediction. In addition, calculated F ratio (19.217) is significant in confidence level of 99%. Hence, it could be found that there is significant correlation between spiritual intelligence and quality of work life. In addition, due to table 9, critical existential thinking with beta coefficient of (0.168), t=2.473 and significance level of 0.014; production of

personal meaning with beta coefficient of 0.198 and t=3.009 and significance level of 0.02; transcendental consciousness with beta coefficient of 0.339, t=5.082 and significance level of 0.01, it could be found that due to the estimated coefficients that are positive, there is significant and positive correlation between variables of critical existential thinking, production of personal meaning, transcendental consciousness and quality of work life.

Transcendental consciousness 0.339+ production of personal meaning 0.198 + critical existential thinking 0.168 + 54.842 = quality of work life

Secondary hypotheses

- Hypothesis 1: There is a significant correlation between critical

existential thinking of employees of educational departments and quality

of their work life in the Islamic Azad University of Central Tehran.

Table 12: the correlation between critical existential thinking and quality of work life

		Critical existential thinking	Quality of work life
Critical existential thinking	Pearson correlation	1	0.331
	Sig		0.001
	Number	200	200
Quality of work life	Pearson correlation	0.331	1
	Sig	0.001	
	Number	200	200

According to table 10, correlation value in significance level of 0.001 can indicate significant correlation between critical existential thinking of educational employees and their quality of work life with number of 200 people (0.331). Therefore, H0 has been rejected and in confidence level of 99%, H1 based on correlation between critical existential thinking of educational staff and their quality of work life has been confirmed.

Positive value of correlation indicates that the mentioned correlation is significant and with the increase in critical existential thinking of educational staff and their quality of work life would be enhanced.

- Hypothesis 2: There is a significant correlation between production of personal meaning of employees of educational departments and quality of their work life in the Islamic Azad University of Central Tehran.

Table 13: the correlation between production of personal meaning and quality of work life

		Production of personal meaning	Quality of work life
Production of personal meaning	Pearson correlation	1	0.319
	Sig		0.001
	Number	200	200
Quality of work life	Pearson correlation	0.319	1
	Sig	0.001	
	Number	200	200

According to table 11, correlation value in significance level of 0.001 can indicate significant correlation between production of personal meaning of educational employees and their quality of work life with number of 200 people (0.319). Therefore, H0 has been rejected and in confidence level of 99%, H1 based on correlation between production of personal meaning of educational staff and their quality of work life has been confirmed.

Positive value of correlation indicates that the mentioned correlation is significant and with the increase in production of personal meaning of educational staff and their quality of work life would be enhanced.

- Hypothesis 3: There is a significant correlation between transcendental consciousness of employees of educational departments and quality of their work life in the Islamic Azad University of Central Tehran.

Table 14: the correlation between transcendental consciousness and quality of work life

		Transcendental consciousness	Quality of work life
Transcendental consciousness	Pearson correlation	1	0.457
	Sig		0.001
	Number	200	200
Quality of work life	Pearson correlation	0.457	1
	Sig	0.001	
	Number	200	200

According to table 12, correlation value in significance level of 0.001 can indicate significant correlation between transcendental consciousness of educational employees and their quality of work life with number of 200 people (0.457). Therefore, H0 has been rejected and in confidence level of 99%, H1 based on correlation between transcendental consciousness of educational staff and their quality of work life has been confirmed.

Positive value of correlation indicates that the mentioned correlation is significant and with the increase in transcendental consciousness of educational staff and their quality of work life would be enhanced.

- Hypothesis 4: There is a significant correlation between expanding consciousness state of employees of educational departments and quality of their work life in the Islamic Azad University of Central Tehran.

Table 15: the correlation between expanding consciousness state and quality of work life

		expanding consciousness state	Quality of work life
expanding consciousness state	Pearson correlation	1	0.245
	Sig		0.001
	Number	200	200
Quality of work life	Pearson correlation	0.245	1
	Sig	0.001	
	Number	200	200

According to table 12, correlation value in significance level of 0.001 can indicate significant correlation between expanding consciousness state of educational employees and their quality of work life with number of 200 people (0.245). Therefore, H0 has been rejected and in confidence level of 99%, H1 based on correlation between expanding consciousness state of educational staff and their quality of work life has been confirmed. Positive value of correlation indicates that the mentioned correlation is

significant and with the increase in expanding consciousness state of educational staff and their quality of work life would be enhanced.

CONCLUSION

The main objective of the present study is assessing the relationship between spiritual intelligence of employees of educational departments and quality of their work life in the Islamic Azad University of Central Tehran Branch. According to obtained results from testing main hypothesis, 28.3% of variance changes of variable of quality

of work life can be explained by variables of spiritual intelligence (critical existential thinking, production of personal meaning, transcendental consciousness and expanding consciousness state). In addition, according to signs of calculated coefficients that are positive, there is significant correlation between critical existential thinking, production of personal meaning, transcendental consciousness and quality of work life. Increase in spiritual intelligence can make people to be matured. Those people who have higher spiritual intelligence, some features have been enhanced in them more than others such as self-esteem, responsibility, perfect seeking, competence, creativity, systematic choice, self-awareness, self-confidence, sense of authority, self-control and meaning seeking, trust in others and having good relations with others, sociability and thinking ability, avoiding thinking restriction and realism. As a result of existing positive attitude in the working process, which can be resulted from presence of spirituality and due to the spiritual intelligence's concept that encompasses a kind of adaptation and problem solving and has the highest growth levels in cognitive, moral, emotional and interpersonal scopes and helps people to achieve internal integration, it could be found that spiritual intelligence can affect

quality of work life. In this regard, according to the required assessment of hypotheses, some results have been obtained as follows:

Hypothesis 1: There is a significant correlation between critical existential thinking of employees of educational departments and quality of their work life in the Islamic Azad University of Central Tehran. According to obtained results, H1 based on correlation between critical existential thinking of educational staff and their quality of work life has been confirmed. Positive value of correlation indicates that the mentioned correlation is significant and with the increase in critical existential thinking of educational staff and their quality of work life would be enhanced.

Hypothesis 2: There is a significant correlation between production of personal meaning of employees of educational departments and quality of their work life in the Islamic Azad University of Central Tehran. According to obtained results, H1 based on correlation between production of personal meaning of educational staff and their quality of work life has been confirmed. Positive value of correlation indicates that the mentioned correlation is significant and with the increase in production of personal meaning of

educational staff and their quality of work life would be enhanced.

Hypothesis 3: There is a significant correlation between transcendental consciousness of employees of educational departments and quality of their work life in the Islamic Azad University of Central Tehran. According to obtained results, H1 based on correlation between transcendental consciousness of educational staff and their quality of work life has been confirmed. Positive value of correlation indicates that the mentioned correlation is significant and with the increase in transcendental consciousness of educational staff and their quality of work life would be enhanced.

Hypothesis 4: There is a significant correlation between expanding consciousness state of employees of educational departments and quality of their work life in the Islamic Azad University of Central Tehran. According to obtained results, H1 based on correlation between expanding consciousness state of educational staff and their quality of work life has been confirmed. Positive value of correlation indicates that the mentioned correlation is significant and with the increase in expanding consciousness state of educational staff and their quality of work life would be enhanced.

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