



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

*'A Bridge Between Laboratory and Reader'*

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**PREDICATED ORGANIZATIONAL EFFECTIVENESS ON BASIC COMPONENTS  
EMOTIONAL INTELLIGENCE IN HIGH SCHOOL SPORT TEACHERS IN FASA  
CITY (WOMEN & MEN) HIGH SCHOOL SPORT TEACHERS**

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**ABSTRACT**

The Purpose of the present study was the relation of, predicted organizational effectiveness on basic components emotional intelligence in high school sport teachers in fasa city (women & men) high school sport teachers, descriptive research was correlation.

The Population was fasa High school teachers. Sampling method was Enumeration and 98 teachers were chosen. To gather the data, standard questionnaire of Emotional Intelligence & with Effectiveness were used. Chronbach's Alpha Coefficient was used for validity and it was 0.87 ,0.85, for the three questionnaire Gathered data was analyzed using Pearson correlation coefficient and multiple regression(step multi).

The results showed that there is a significant relationship between Effectiveness and Emotional Intelligence .There is a significant relationship between Effectiveness and Emotional Intelligence components. There is a significant relationship between Effectiveness components and Emotional Intelligence components.

Effectiveness can predicted Emotional Intelligence components. There isn't significant Different between women & men's Effectiveness. There is significant Different between women & men's Emotional Intelligence.

**Key Words: Emotional Intelligence Components, Effectiveness, Teachers (Women & Man)**

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## INTRODUCTION

Today, the education sector, as a large organization in the country due to direct contact with the education of human beings, one of the most important areas is the sustainable development of human societies. This will require educators healthy, happy and motivated work is high, as well as help providers and educators in this section are school teachers, and all teachers see that when you log in teaching, disciplined people, compassionate and interested in, but after a few years and even faced with numerous problems and job stress at work, fatigue, and even willing to withdraw it. In today's world, education plays an important role in the development and growth of the nation, plays. After years of experience, the world has come to the conclusion that, if an organization wants to do business in the economy and the front-runner, and in competition, not backwards, to the professional, creative and motivated enjoyed the above [1].

Emotional Intelligence is a set of non-cognitive skills, the ability to cope with environmental stresses, such as job stress, increase, and in this way, a factor that seems to stress management and teacher relationship, and through resistance and is against stress, emotional intelligence is changing. In the past, emotions in chaos,

random, irrational and immature knew, and knew each other conflicting emotions and reason [2]. Today, contrary to the past, emotions and reason are not opposite each other, but emotions can serve a reason to act. Emotional intelligence is the capacity or ability to organize themselves and others feelings and emotions, to motivate, and effective control of emotions, and relationships with others they know. Goleman believes that, despite the current knowledge, genetic influence as an important factor in emotional intelligence knows, but emotional intelligence comes in part from the experiences of life [3].

The goals of education, training and targeted independent and autonomous individual as a human being. Physical education, with emphasis on the development of physical, mental, emotional and social life, in effect, have an important role in the process of education will play. Given the role of physical education in the process of education, should be the role of physical education in the field of education (cognitive, emotional and psychomotor) concerned and underlined [4].

A factor that can have a significant impact on teachers' emotional intelligence, organizational effectiveness is a concept, that is, the extent of positive emotions and

attitudes that people have towards their jobs. When someone says he has high efficacy, this means that, really likes her job, feeling good about his job and his job for good value, is attached. Research results show that employees with higher efficacy in terms of physically and mental disabled, are in good condition [5]. The effectiveness of a field organization, orientation, desire, passion, and talent, ready to respond favorably or adversely, or in general, the kind of attitude towards your environment is. We have a job or I like or do not like, and you can feel how, on a spectrum, from feeling very positive to very negative sense, measure. We should note that, when concepts such as emotions, attitudes and morale, mistakes. In other words, organizational effectiveness, to express one's feelings about their jobs, and also to the spirit, combines the attitudes of a group of employees to their.

Today, the importance of effectiveness due to the expansion of the level of competition, technological complexity, the variety of tastes, resources and the speed of information exchange, not hidden from anyone. Also, productivity and efficiency, the highest and most valuable in the eyes of the directors, and all in search of greater efficiency and effectiveness are increasing, and their efforts in this regard, takes place in the present

competitive world of stability, guarantee. The effectiveness of the organization, always trying to what already exists, to improve, in fact, rests on the belief that people can do every day to do better than the day before [6]. Current developments in the world, where organizations with power as possible to compete, much of the energy is spent, according to the staff. For inter-organizational factors (people), a major factor in this scene, and their efficiency, the main factor in the direction of the organization.

Kazemi (2001) in a model of organizational culture and effectiveness criteria the research organization, and worked with the role of organizational culture and effectiveness of the organization's criteria, that the social system, parsons 4 function, the function of organizational culture is added [7]. Criteria for the organization's culture, including structural and behavioral norms, and standards of behavior applicable to human relations model, and the system are. The study shows that, by improving the organizational culture, it is possible to increase effectiveness Ataei (2004), in a study entitled: organizational culture, emotional intelligence and its impact on organizational effectiveness by Razi institute, has done. In this research, organizational culture prevailing in the institution, description, and expected

organizational culture and employee plotted [8]. During the studies, both of which are factors in the relationship between the eight, was approved, and on the other hand, by 14 cultural differences, organizational culture and emotional intelligence, the effectiveness was studied, and the results of the research showed that the corporate culture and emotional intelligence, the effectiveness of employees affected.

Bidokhti (2005), in a study entitled: examine the relationship between organizational culture and effectiveness of high school physical education teachers in Semnan province, came to the conclusion that the patriarchal culture in schools, the effectiveness of physical education teachers, there is a significant relationship, and, between the culture of collectivism in schools, the effectiveness of teachers, there is a significant relationship [9].

Jouebar (2005), in a study entitled Comparison of emotional intelligence among the three levels of managers (high-intermediate-base), sports management agencies, and organizations of its subsidiaries, the emotional intelligence of managers of different levels of the organization, deals. The study on 353 managers of sport management and affiliated organizations was conducted, showed that the emotional intelligence of

managers at different levels, different, and this difference was statistically significant level. Also, in the case of self-awareness, self-discipline and motivation, managers, three levels differ, but in two dimensions empathy and social skills, can not see the difference between managers [10].

Hassan khouee (2006), in a study entitled: Relationship between emotional intelligence and job skills, job satisfaction, physical education teachers in 85-84 schools in Birjand, the study of 102 primary school teachers, middle and high, and with three Self-reported emotional intelligence, job satisfaction Spector, Spector job control source, it concluded that, between emotional intelligence and job satisfaction there is. Also, the source of job control and job satisfaction there is. Women and men, their motivation, self-awareness, self-control and social skills, with no significant difference. But women than men, with higher emotional intelligence and empathy. The results of this research has shown that emotional intelligence skills can be used to increase job satisfaction, training and consulting in the environment, can be used [11].

In a study of cross-correlation, Nahrir et al (2010), a study of job satisfaction and emotional intelligence, physical education staff in Tehran, showed that between job

satisfaction and emotional intelligence among employees, there is a significant relationship. At the same time, the results of this study showed that, among workers between job satisfactions Dvmgrafyk factors, such as level of education, marital status, gender, there is a significant relationship [12].

Ostouvarkhani and Khatouni (2011) in their study, to investigate the relationship between emotional intelligence and organizational commitment, job effectiveness, began. The study sample consisted of 200 employees of a private company which, stratified random sampling method were selected. The results of this study showed that the correlation between emotional intelligence and job effectiveness, emotional intelligence and organizational commitment, and job effectiveness and organizational commitment, there is a significant correlation [13].

In another study, Haghghat Jou et al (2012), in their study, to investigate the relationship between emotional intelligence and job satisfaction, employee medical universities in the country, began. In this large study, based on a sample of 4375 men and women from more than a dozen of countries, EI samples by the scale Sybryashryng, and their job satisfaction, on a scale Herzberg, was evaluated. The results of this study showed that, between emotional intelligence and job

satisfaction, these examples there is a significant positive relationship [14].

Ghafari (2012), in their study that examines factors affecting the occupational effectiveness of physical education managers in Kerman province, based on the theory of two factors (health - incentive) Herzberg, deals, concluded that the health factors the effectiveness of business managers, have no effect, but health factors, the following factors to the satisfaction of managers, direct impact. Friendly and intimate relationships with subordinates, ease of communication with the manager (direct boss), how good and right above the head. Friendly and close relationship with top officials of the organization, ease of communication with senior managers, a total of motivational factors on the effectiveness of physical education professional managers in Kerman province, has an impact. Also, the motivational factors, the following factors in order of preference on the effectiveness of business managers, direct impact. Respected colleagues to get the attention and respect of the subjects, success at work, decision-making authority at work, interesting work being satisfied with the results of the appropriate authority and responsibility [15].

Mohammadi Kamal Abadi (2013), in his study entitled: Factors influencing the

increase in the effectiveness of the job, from the perspective of doctors working in health centers of Rafsanjan University of Medical Sciences, Herzberg's two-factor theory, concluded that, the effectiveness of their career, have been considered. Also, delegate responsibilities to doctors, health managers as the most important factor in the effectiveness of the job, and the comprehensive monitoring of the performance of doctors, physicians were the least impact on job effectiveness [16].

Mardaneh (2014), in a study of emotional intelligence, emotional intelligence component and subsystem tests, group and individual champion in non-athletes and non-athletes control group, the study showed. To this end, 80 athletes won, and the same number of non-champion athlete, team and individual sports, the practice of sports clubs Tehran, were engaged, and 60 non-exercising control groups, using samples Available targeted were selected and 133-point questionnaire that EI charges, their complete and independent analysis of the data using one-way ANOVA, were analyzed. The results indicate that different athletes in terms of overall emotional intelligence, interpersonal intelligence, interpersonal intelligence, adaptability, stress management and general mood than non-athletes, is significant. Also,

different athletes, compared with other athletes, in addition to the above, the sub-tests of emotional self-awareness, assertiveness, self-esteem, independence, empathy, social responsibility, problem solving, reality testing, flexibility, tolerance stress, impulse control, and optimism was significant. Interpersonal intelligence, a group of athletes, most of the individual athletes. While, in intelligence, interpersonal, group and individual athletes between the two groups, the difference was not significant. In addition, athletes and non-athletes won significantly more than non-athletes, the higher the level of stress and self respect, enjoy. The public mood and fit athletes, significantly higher than non-athletes. The study proved that the exercise of arbitrary, and favorite effects multiply the proportion spent on a series of specific sports movements will, therefore, this case was obtained [17].

Therefore, the aim of the present study predicted organizational effectiveness on basic components emotional intelligence in high school sport teachers in Fasa city (women & men) high school sport teachers.

## **SUBJECTS AND METHODS**

This study, for the purpose of design, and the method of data collection, cross correlation, and the relationship between emotional intelligence and organizational effectiveness

and scale is checked. The population in this study, high school sports editor of Fasa, the academic year is 2013-14, which includes all men and women teachers working in these schools, and their number is 98, as all members, for example, the selected (SW).

In the present study, Daniel Goleman Emotional Intelligence Scale, and a questionnaire for organizational effectiveness Serjivani et al (1992), was used. To investigate the hypothesis and research questions, descriptive statistics (mean and standard deviation) and inferential statistics (Pearson correlation and regression) were used. In the run, after the preliminary stages, and permission from school administrators, based on the importance and purpose of the study, questionnaires reproduced, and during office hours, the teacher was, and before the meeting, assured them that the results of the assessment team, and people are not recognized, and then collect the completed questionnaires, to analyze data, software, spss, was used.

## RESULTS

Table 1, mean and standard deviation of variable effectiveness and you see it.

Given the above, it can be noted that the effectiveness of scores of men and women, respectively (91.06) (91.22) and in its dimensions, the most average of average

after internal integration (25.33) men and internal integration means (24.96) in women, is. And as the results show, women and men, organizational effectiveness (high-level) are important.

Table 2, mean and standard deviation of variables and dimensions of emotional intelligence can see it.

Given the above, it can be found that emotional intelligence scores of men and women, respectively (24.81) (26.44) and in its dimensions, the highest average related to relationship management, with a mean (40.45) in men with an average relationship management (39.82) in women, is. And as the results show, women and men, of emotional intelligence (excellent) enjoy.

In table 3, the correlation between the dimensions of organizational effectiveness can see the dimensions of emotional intelligence.

According to the table 3 above, can be realized, the correlation between the dimensions of organizational effectiveness (achieving the target dimensions of consciousness and relationship management, internal integration of consciousness, self-management and relationship management, compliance with environmental awareness and preservation of the cultural dimension the dimensions of self-awareness, social

awareness and relationship management have been significant ( $P \leq 0.01$ ). as well as the compatibility with the environment (relationship management), there are ( $P \leq 0.05$ ) and other aspects, is not significant. Therefore, among these variables, there is a significant positive relationship. This means that, with increasing levels of variable effectiveness, dimensions of emotional intelligence also increases. In table 4, the results of statistical regression analysis with emotional intelligence can see the changing organizational effectiveness.

As can be seen, the F, equivalent to (8.91) was significant ( $P < 0.000$ ), and given the significant levels of components, it can be concluded that the beta value of (self-awareness and relationship management), there are ( $P \leq 0.01$ ). That is, these dimensions can vary emotional intelligence, they predict. On the other hand, the Chi-R (coefficient of determination), was equal to 0.27, which means that these components together, be 27% of the variables emotional intelligence, predicted.

**Table 1: Mean and standard deviation of variable effectiveness and its dimensions**

Groups	Business Purpose	Internal integration	Compliance with environmental	Preserve cultural pattern	The effectiveness of the whole
Mean (Men)	21.12	25.33	24.08	20.52	91.06
Standard deviation (Men)	2.02	2.92	2.44	2.72	8.53
Mean (Women)	20.72	24.96	24.90	20.60	91.22
Standard deviation (Women)	2.06	2.94	2.08	2.62	8.44

**Table 2: Mean and standard deviation and the dimensions of Emotional Intelligence**

Groups	Consciousness	Self-management	Social Awareness	Relationship Management	EI General
Mean (Men)	21.12	35.02	23.18	40.45	24.81
Standard deviation (Men)	2.02	2.80	2.90	3.54	9.44
Mean (Women)	27.50	36.52	22.60	39.82	26.44
Standard deviation (Women)	3.53	1.15	2.81	3.78	8.38

**Table 3: Correlation between the dimensions of organizational effectiveness dimensions of emotional intelligence**

Index	Business Purpose	Internal integration	Compliance with environmental	Preserve cultural pattern
Variabes	Correlation coefficient Significant level	Correlation coefficient Significant level	Correlation coefficient Significant level	Correlation coefficient Significant level
Consciousness	0.27** 0.006	0.31** 0.002	0.39** 0.000	0.34** 0.000
Self-management	0.03 0.70	0.37** 0.000	0.09 0.34	0.08 0.41
Social Awareness	0.17 0.7	0.13 0.17	0.09 0.36	0.28** 0.005
Relationship Management	0.34** 0.000	0.42** 0.000	0.21* 0.03	0.38** 0.000

\*\* Significant at the level of one percent (0.01) and \* Five percent (0.05)

**Table 4: Results of statistical regression analysis with emotional intelligence can see the changing organizational effectiveness**

		R	R <sup>2</sup>	F	ΔP	B	T	ΔP
Predictor variables	Consciousness	0.52	0.27	8.91	0.000	0.31	3.12	0.002
	Self-management					0.00	0.01	0.09
	Social Awareness					0.31	0.60	0.54
	Relationship Management					0.37	3.52	0.001

## DISCUSSION

In the above explanation, it can be said, Emotional Intelligence, as a psychological, organizational effectiveness, the relationship is because, people with a higher emotional intelligence, self-esteem has more, in the face of unusual things in life, stronger and better performance, and those who have better performance, in terms of performance and acceptance of responsibility, a positive attitude about themselves, achieve goals more successful and more satisfied than their own. Studies have shown that organizations will interview the next competition, which will be effective and fruitful, human resources, communicate, and create a healthy relationship dynamic areas of growth, prosperity and employee satisfaction facilitate. In the field of Emotional Intelligence, a component that can greatly help the organization to achieve its lofty goals. In recent years, advanced and successful sports organizations and a large part of their capital allocated to human resources, to increase the productivity and satisfaction of their work. This is a

prerequisite for the recognition of human resources not only in terms of quantity, but also in terms of quality and attitude towards the job in the organization. Person's attitude toward his job, his career with the ability to meet the needs and desires of the covers, and he has a direct relationship to job satisfaction so that sometimes the two are used interchangeably. The organization's goals and aspirations for closer personnel, management can create a positive attitude among people, namely the proper conditions to the effectiveness of their organization, provide faster and better results and Armani finds itself.

Although in this study the relationship between emotional intelligence components with variable organizational effectiveness there, but to achieve the desired results more and more perfect system of sports managers and officials of these organizations can provide guidelines as to explain The goals of the organization, attention to the needs of education in the lives of individuals, and its positive effects on all aspects of individual, group, organization, training, correct and

update the organization's members, reiterated that training teachers in practical applications, the creation of collaboration and cooperation among members of the organization, emphasizing the principles of the orbital environment, and the protection of their dignity and their teachers regardless of their social position, the granting of pay and benefits system based on the principle of meritocracy and non-discrimination, as well as, in these that they can be more successful and to the promotion of employment and pay more and greater popularity in the organization benefit. In addition, the benefits are higher levels of consciousness and awareness, and in dealing with the problems of life, less trouble, and on the other hand, to educate their children, more successful, and have good social relationships, and are more reasonable (Austin et al 2004). Saklofskeh et al (2007) in a research context, entitled "The relationship between emotional intelligence, personality, and exercise", concluded that emotional intelligence is a predictor of the relationship between personality and behavior in the exercise. Also, the results Saklofskeh et al (2007) showed that a significant difference between athletes and non-athletes is emotional intelligence and interpersonal intelligence that is part of emotional intelligence, team sports athletes to sports

athletes individual higher. A positive relationship between emotional intelligence, physical health and higher levels of self-assessment, it has been shown (Tstaus and Nicolas, 2005).

Emotional intelligence is one of the variables that can influence the advancement and promotion of human capabilities in the organization. Hence, considering these variables in sports organizations and among staff, teachers can have positive effects on their physical and mental abilities to improve both their personal lives and in their work environment is. Between emotional intelligence and coping style, there is a significant relationship. In this regard, it is stated that, emotional intelligence as a coping mechanism that successful and effective self-regulation to facilitate favorite targets (Mayer et al, 2005). Perlin and Halorson (2006), emotional intelligence hockey players and ordinary people in the study area in 2006, compared with (emotional intelligence Hockey League players). They concluded that, hockey players, compared to the general population have a higher emotional intelligence and emotional intelligence, positively the performance of athletes during the Games-related. In this study, emotional intelligence as an important predictor for the performance of the players were

known teachers, giving teachers working in the field of employment, growth opportunities and to promote, organize in-service training and practicing skills in different sports premium paid. Dignity teachers deserve better pay and benefits system, causing emotional intelligence of teachers has increased, resulting in greater effectiveness in the organization. The benefits and importance of the effectiveness of both the teachers, the students and management of the organization will be and, therefore, more successful enterprise and will be more lush.

Studies have shown, organizational success depends on organizational effectiveness. This applies to all organizations, including educational institutions and sports, too. Organizational effectiveness, one of the most important issues in any organization, whether economic, social, cultural, manufacturing, etc., because every organization dealing with human resources and for their progress in any direction towards the company or organization, be healthy manpower, be creative and efficient. This also applies in the case of sports organizations. Thus, managers of sports organizations can promote effective programs for staff and teachers in the educational institutions organization, managers can use effectiveness among teachers, to identify weaknesses in teaching

methods work, pay and by providing training to teachers in a better position in their profession, and to stimulate the motivation in the system, additional financial reward, get help, to cause them to progress in their careers is the driving force. Athletic community, to determine attitudes and how teachers in environmental education, and ultimately, their commitment to play a role. The community can provide adequate educational facilities, reduce the pressures and stresses of the job, respect the principle of fairness and equity in the educational environment, cause psychological conditions of teachers and increase their interest and commitment to teaching.

In recent years, because of the idea that emotional intelligence is an important aspect of health and a common coping method is useful for researchers interested in conducting research in this area has attracted. More recently, social psychologists have said that emotional intelligence as an important factor that determines the adaptive interpersonal relationships [18]. EI, a negative correlation with depression, social anxiety, and report psychological symptoms [18], and positively correlated with life satisfaction, and better performance in tasks and problems cognitive less, and think clearly during the exercise there. Generally, research has shown that the

part of emotional intelligence, credible predictive indicator of mental health and interpersonal performance.

So, in general, management can focus attention on the physical and psychological characteristics, abilities and weaknesses, teachers, full recognition, in order to overcome the shortcomings of teachers organization, effort, and on the growth and development of teachers (both women and men), according to their personality traits provide, to their sense of efficacy and success in the field of career teachers create.

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