

## Studying the Relationship between the Spiritual Intelligence and the Employee's Creativity

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### Abstract

*In this research, we plan to consider the relationship between the spiritual intelligence and the employee's creativity. This is a correlational research from the field branch to the survey research and is "applied" in structure. The statistical population is 47 staff employees from the head office of the Technical and Vocational Training in Chahar-Mahal & Bakhtiari. Since we did not have access to the population variance and did not know whether the variances would bring us positive outcome or not, we utilized the Morgan Table equating 40 people. The method of sampling was simple random and the intended data was collected through the questionnaires and the rate of delivery was 60%. The data was analyzed by the software SPSS. We utilized the correlational test in the referential analysis of data and the Freidman Test for ranking. The results indicated that there is a positive and significant relationship between the spiritual intelligence and the employee's creativity .*

**Key words:** spiritual intelligence, employee's creativity, Morgan Table, Freidman Test

### Introduction

The spiritual intelligence has brought to a being as the psychologists have paid attention to religious and spirituality. In the academic literature of psychology, at first, it was posed by Stevens in 1996 and then by Robert Emmons in 1999. Emmons defines the spiritual intelligence as adaptive applying of spiritual data in order to facilitate the solving of the everyday problems and achieve our purposes. In general, it can be regarded as the applying of spiritual capacities and sources in scientific situations. We apply the spiritual intelligence when we plan to utilize the spiritual abilities in our important decision-making or think of existential dimensions and try to solve the daily problems. The spiritual intelligence is important when we relate the concepts to our relations and life experiences and the way we value our lives. The spiritual intelligence, therefore, brings about a sense of consciousness and meaning regarding to our situation in the world and our relations with others (Ciseck and Torrance, 2001). The spiritual intelligence is a unique set of experiences (like sublimity) and human abilities (like the ability to relate different phenomena meaningfully) and all people possess it to some extent (Noble, 2000). Creativity refers to the ability to generate new and effective ideas that result in solving the problems. These freshness and effectiveness are two major characteristics of a creative idea. According to this definition, personal creativity is different from organizational innovative. The former refers to the production of an idea, whereas, the latter refers to both production and implementation of an idea. The personal creativity, therefor, is a starting point for the organizational innovative. Each organization needs modern and innovative ideas to survive. Nowadays, in order to survive, develop and even maintain the present situation we should perpetuate the flow of organizational creativity. The traditional approaches are no longer effective and it is highly essential to renovate our procedures. So, we should pay attention to some factors like creativity, innovation and human values constantly. In this research, we plan to identify consider the relationship between the spiritual intelligence and the employee's creativity in the Technical and Vocational Training in Chahar-Mahal & Bakhtiari.

### Spiritual intelligence

According to Webster, intelligence is the ability to learn or understand, the ability to apply knowledge to manipulate one's environment and to think abstractly as measured by objective criteria. Regarding to new definitions of intelligence, experts mainly pay attention to the non-cognitive dimensions. Sisk and Torrance (2001) considered the ancient inscriptions and the eastern theosophy to be the source of spiritual intelligence

and have mentioned the influence of Sophies, Islam, Buddha and tattooism. The spiritual intelligence is a new paradigm that has emerged after Gardner introduced the Multiple Intelligences in the book "Mind Frameworks" in 1983. Wigglesworth (2002) believes that spiritual intelligence refers to the ability to behave kindly and wisely which is a criterion to distinguish and organize essential skills and abilities so that this spirituality will increase the adaptation. Applying the spiritual intelligence consciously will strengthen the relation with ourselves, the others and the environment (Sisk, 2002). The combination of intelligence and spirituality play an important role in our living because it has been proved that applying some specific types of behavior, excitement and thinking (that are identified in relation to religious and spirituality) can lead to a better life and improve our adaptation. In several definitions of intelligence, its ability to perceive the relationships, adaptation to new environments, learning capacity and the power of abstract thinking have been emphasized. The spiritual intelligence combines the elements of intelligence and spirituality into a new element. On one hand, spirituality is related to discovering and experiencing the sacred elements, meaning and sublime conciseness and, on the other hand, the spiritual intelligence needs the ability to utilize these factors to adapt and act effectively and produce valuable consequences (Emmons, 1999). Apparently, the structure of components and the way of expressing the spiritual intelligence are affected by cultural factors and as people are different in their personalities, spiritual interests and spiritual and religious acts and backgrounds, the capacities and skills of the spiritual intelligence are also different from person to person. The spiritual intelligence may be regarded as a comprehensive characteristic around the world which potentially exists among all religious groups and also it may be perceived and expressed differently among different groups (Emmons, 1999). Since the concept of spirituality plays the major role in identifying the dimensions of the spiritual intelligence and there is no consensus among the experts to identify its components, it can be expected that the spiritual intelligence is affected by existing cultural differences more than the other types of intelligences.

#### **The dimensions of spiritual intelligence**

King (2008) believes that the spiritual intelligence is a set of mental abilities as follow:

##### **Existential Critical Thinking**

Amram (2005) identifies the existential critical thinking as the ability to create meaning according to profound understanding of existential questions and the knowledge and ability to utilize the different levels of consciousness in problem-solving. The existential questions include some phenomena such as death and what will happen after that, and also consider the origin and purpose of life which Gardner regards them as the most important questions in human life.

##### **Personal Meaning Production**

The ability to derive personal meaning and purpose from all physical and mental experiences. Whenever we face a problem personal meaning production can help us solve the basic problem; so, it can be considered to be a method of problem-solving. Some also believe that personal meaning is the origin of dreams.

##### **Transcendental Awareness**

The capacity to identify transcendent dimensions/patterns of the self, of others, and of the physical world. Emmons defines it as the ability to surpass the body and developing the profound understanding of a divine source. Transcendental awareness, in fact, shows the ability to understand the spiritual dimension of life.

##### **Conscious State Expansion**

The ability to enter and exit higher/spiritual states of consciousness at one's own discretion. Those who possess a high level of spiritual intelligence have experienced the sublimity of conciseness and utilize the spiritual sources to solve the problems and display some virtues like humility, gratefulness and forgiveness. Tart (1975) thinks that sublimity of conciseness has emerged in the natural states of consciousness; whereas, developing the states of consciousness is a specific ability and helps us enter the higher level of spirituality.

##### **Creativity**

Mentioning the creation about 250 times in the Holy Quran shows its importance: each phenomenon in the world is a sign of creation. So, the creation is a divine endowment that reflects itself in the human thought, behavior and deeds (Ghasemi, 2001). Creativity and innovation are the most fundamental characteristics in human. It can be said that we cannot survive without these factors and, on the other hand, an organization should always encourage its employees to be creative and bring about new changes. Also, the administrators should be patient in the face of new changes and persuade their employees to be innovative (Robbins, 1996).

Each organization needs modern and innovative ideas to survive. Nowadays, in order to survive, develop and even maintain the present situation, we should perpetuate the flow of organizational creativity.

Studying the creativity and its elements has been carried out for more than one century and Gilford did one of the most important of them in 1950. He equalized the creativity with divergent thinking. Later, different organization and management experts bring about different definition regarding to creativity. For example, Lothans (1992) regards the creativity as a combination of ideas and approaches in a new method. Creative attempts, in fact, lead to innovation. Creativity is a mental activity while innovation is more practical and is the final result of creativity. Afrooz believes that the most common definition of creativity refers to a situation in which one produces new and different thoughts on one hand and to the scientist new and valuable findings on the other hand. Basadoor (2002) believes that creativity in an organization can be developed, enhanced and even managed and leads to new methods and products, improved efficiency, high motivation, job satisfaction, more group working, more concentration on customer satisfaction and a more coherent strategy.

### **The steps of creativity**

According to an Indian researcher the steps of creativity are as follow:

1. **Preparation:** It includes meticulous attention and concentration on the problem and its several indices in order to solve it.
2. **Latency:** It is a period in which unconscious mind does not pay attention to the problem. Some ideas are produced by unconscious mind and are created in one's mind when she/he does not think about it. The unconscious mind is free from the limitations of the conscious mind and is able to consider the problem from a different point of view and place the data in a new format.
3. **Insistence and Perseverance:** The period of latency does not necessarily lead to creativity. We sometimes need to try constantly and become involved with our ideas.
4. **Discretion and Intuition:** Discretion, as the key part in problem-solving, is resulted from the preparation and latency on one hand and continual attempts to find unique solutions on the other hand. Through analyzing different factors thoroughly and by combining them, the creative ideas are brought to a being abruptly. In this level, we can find the idea that we were searching for but did not pay attention to it.
5. **Consideration and Investigation:** At this level, the intuition of the new idea is considered to determine its validity.

### **History**

Fallah-Shams et al (2012) studied the relationship between organization intelligence and employees' creativity in Tehran Azad University. The results showed that there is a positive and significant relationship between organizational intelligence and its components and creativity so that with an increase or decrease in the former there will be an increase or decrease in the latter. Bagherpour et al (2012) studied the relationship between spiritual intelligence and the style of management in Gorgan's high schools. The results showed that there is no relationship between spiritual intelligence and relation-oriented and principle-oriented style of management. Mira'ee et al (2012) studied the relationship between creativity of commercial managers and the amount of selling. The results proved that there is a significant relationship between the creativity of commercial managers and the amount of selling. Tajoddini et al (2012) studied the relationship between spiritual intelligence and librarian's happiness in Tehran University's libraries. The results showed that there is a significant relationship between spiritual intelligence and librarian's happiness. Maleki Avarsin et al (2009) studied the relationship between academic staffs' creativity with their educational effectiveness. The sampling population comprised of academic staffs and students in Azad University in Moghan. The results of the research hypothesis showed that there is a significant relationship between academic staffs' creativity with their educational effectiveness. Moghimi et al (2007) studied the relationship between the impacts of organizational spirituality on employees' creativity. The sampling population comprised of 108 employees' from different workplaces with different levels of educations and the data was analyzed by software SPSS. The results showed that the variables spirituality and creativity are related to each other.

#### *The main hypothesis*

- There is a significant relationship between spiritual intelligence and employees' creativity.

#### *The secondary hypotheses*

- There is a significant relationship between existential critical thinking and employees' creativity.
- There is a significant relationship between personal meaning production and employees' creativity.
- There is a significant relationship between transcendental awareness and employees' creativity.
- There is a significant relationship between conscious state expansions and employees' creativity.

**The method of the Research**

The method of the research is correlational from the field branch to the survey research and is “applied” in structure and sectional in time (fall and winter of 2104). It is correlational since it considers the relationship between the variables. This consideration has also carried out through correlation analysis. The survey research is used to assess the opinions, attitudes and beliefs in different areas. Identifying the society which is under consideration is the first step in each research. The society is all the elements that possess some characteristics in common and can be selected for the research. The statistical population is 47 staff from the head office of the Technical and Vocational Training in Chahar-Mahal & Bakhtiari. In this research to identify the sampling size and since we did not access to the population variance, we applied the Morgan Table in which the number of sampling is 40 people and 35 questionnaires were responded and delivered correctly indicating that the rate of delivery was 87%. The method of sampling was simple random.

**The Data collecting tool**

In this research to collect the data, we applied three questionnaires related to demography, spiritual intelligence and creativity in the form of two questionnaires including: The first questionnaire including the demographic questionnaire of the sampling members containing questions about personal information such as age, gender, education level and work experience and the questionnaire of the spiritual intelligence with 4 dimensions and 20 questions and also the King Standard questionnaires (2007) translated by Dr. Moghimi et al. The second questionnaire includes is the questionnaire of creativity including 12 questions and is researcher-made.

**The validity of the questionnaire**

In this research to consider the validity of the questionnaire, we utilized the face validity in which the questionnaire was given to some professors and experts to comment on the questions. In some cases, we altered the questionnaire and after providing the final edition it was confirmed by the professors.

**The reliability of the questionnaire**

The reliability is a technical feature in the measuring, indicating to what extent the measuring tool yield similar results in similar condition. In the research, we utilized the Cronbach's alpha to specify the reliability of the variables which was 0/85% for the spiritual intelligence and 0/89% for the creativity.

**The analysis of data**

The method of analysis in this research has been carried out at two levels: descriptive statistics and inferential statistics. At the level of descriptive statistics the analysis is performed by statistical indices, frequency, percentage, mean, diagram, etc. and in the level of inferential statistics in accordance with the evaluation of data and the statistics hypotheses the following methods have been used.

In order to identify the relationship between the variables in the research and to analyze the data to confirm or reject the hypotheses in the research, correlation test has been used .

Table1: Frequency Distribution For age

Index (years)	frequency	percentage
Below 30	4	11
31 - 40	17	49
More than 41	14	40
<b>Total</b>	<b>35</b>	<b>100</b>

Table2: Frequency Distribution For Education

Index	frequency	percentage
Diploma & Associates	5	14
BA	25	72
MA	5	14

Table 3 : Frequency Distribution For Gender

Index	frequency	percentage
Male	19	54
Female	16	46

Table 4 : Frequency Distribution For Work Experience

Index(years)	Frequency	Percentage
Less than 10	11	31
11-20	17	49
More than 21	7	20

Table 5 : Pearson correlation coefficient variables

	Correlation coefficient	Significant level
Existential critical thinking	.44	.01
Personal meaning production	.39	.01
Transcendental awareness	.42	.01
Conscious state expansion	.45	.01
Spiritual intelligence	.42	.01

Table 6 Friedman test

Indicators	Average	Rate	X <sup>2</sup>	Degree of freedom	Significant level
Existential critical thinking	3.32	6	2218.9	5	.01
Personal meaning production	4.20	1			
Transcendental awareness	3.71	4			
Conscious state expansion	3.64	5			
Spiritual intelligence	3.88	2			
Employees' creativity	3.83	3			

### The descriptive results of data

According to the results in the table No. 1 the most frequency of age is related to the group with the members 31-40 years old (40%) and the least frequency is related to the group with the members less than 30 years old (11%). According to the results in the table No. 2 most of the participants had a B. A degree (72%) and a few of them had an M.A, associate and diploma degree (13%). According to the results in the table No. 3 most of the participants were men (54%) and the rest of them were women (46%). According to the results in the table No. 4 most of the participants were in the group with members who had 11-20 years' work experience (49%) and the least participants had more than 21 years' work experience (20%).

### The inferential results of data

The results, according to table No. 5 are as follows:

**The first hypothesis:** There is a significant relationship between existential critical thinking and employees' creativity.

According to the results of the Pearson correlational test in this hypothesis with  $r = 41$  and  $p = 0/01$  there is a positive and significant relationship between existential critical thinking and the employees' creativity and the first hypothesis is confirmed.

**The second hypothesis:** There is a significant relationship between personal meaning production and employees' creativity. The results of the second hypothesis show that with  $r = 38$  and  $p = 0/01$  there is a positive and significant relationship between personal meaning production and employees' creativity and the second hypothesis is confirmed.

**The third hypothesis:** There is a significant relationship between transcendental awareness and employees' creativity. The results of the third hypothesis show that with  $r = 49$  and  $p = 0/01$  there is a positive and significant relationship between transcendental awareness and employees' creativity and the third hypothesis is confirmed.

**The fourth hypothesis:** There is a significant relationship between conscious state expansion and employees' creativity. The results of the fourth hypothesis show that with  $r = 44$  and  $p = 0/01$  there is a positive and significant relationship between conscious state expansion and employees' creativity and the fourth hypothesis is confirmed.

**The main hypothesis:** There is a significant relationship between spiritual intelligence and employees' creativity. The results of the main hypothesis show that with  $r = 43$  and  $p = 0/01$  there is a positive and significant relationship between spiritual intelligence and employees' creativity and the main hypothesis is confirmed. The results of the table No. 6 of Friedman Test show that the personal meaning production ranked first, spiritual intelligence ranked second, creativity ranked third, transcendental awareness ranked fourth, and conscious state expansion and existential critical thinking ranked the last position.

#### Discussion

In this research, it was confirmed that there is a significant and positive relationship spiritual intelligence and employee's creativity. In a research that was carried out by Zeinoldini et al (2014) (considering the relationship between spiritual intelligence and employees' creativity in government organization) it was confirmed that there is a significant and positive relationship spiritual intelligence and employee's creativity and the results were in accordance with this research.

#### Applicable suggestions

According to the results of this research we suggest that:

The organization gives priority to enhance the spiritual intelligence since it is related to important variables including effectiveness.

The administrators in organizations should confer more freedom and create a proper work environment so that the employees can display their creativity and embrace the creative ideas.

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