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A Study of the Relationship between Ethical Intelligence and Organizational Health in the High Schools of 5th Educational Zone

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ABSTRACT

Background: The purpose of this study is to determine relationship between organizational health and ethical intelligence in teachers of secondary schools in Tabriz 5th educational zone. **Objective:** Statistical population is all of the teachers of 335 people, according to the Morgan table 180 people of teachers selected randomly for the sample of research. **Results:** Research method is correlation and used questionnaires for data collective were organizational health and ethical intelligence questionnaires. **Conclusion:** The results of research statistical tests showed: There is significant relationship between organizational health with ethical intelligence, responsibility, honesty and compassion.

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INTRODUCTION

The condition of coordinating and regulation of organizational functions is that an organization should enjoy the necessary and sufficient qualifications of an organization. If the subsystems of an organization don't enjoy a healthy organization's qualifications, they can not only perform their functions and duties, but they also have a negative effect on the functions of other organizations of society. We can say that some organization is healthy when the workers and managers feel that they accomplish a beneficial performance. Incremental complicated situations of organizations and increase of immoral and illegal actions in work environments, have attracted managers and experts' notation to the work ethical especially the management with ethical intelligence. Some organizations have included that the business profits is tied to development of comprehensive ethical programs and constructive stone of comprehensive ethical programs is formed by a set of organizational values. The key mechanism of these values is ethical rules.

Indeed, leadership of an organization – for adaption to an effective and constructive changes of environment in order to survival and grow in the new environments- needs especial qualifications. One of the most qualifications that can help leaders and managers response these changes, is ethical intelligence. Managers with ethical intelligence are effective leaders who achieve goals with the maximum level of workers' productivity, satisfaction and commitment.

Expression of ethical intelligence was introduced by psychologist Borbather, for the first time. He defines the ethical intelligence as a capacity and ability of distinguish of correct from incorrect, having strong beliefs and acting according them and behaving in a right and correct way[4].

Linnik and kiell count the ethical intelligence as ability of distinguish of right from false and believe that ethical intelligence has four principles that are: honest, responsibility, compassion and forgiveness[6].

Managers with reliance on a system of values and should and shouldn't that is called ethics, are able to decide that what is good and what is bad. Who is on correct way and who is on incorrect one[1].

Today, educational organizations enjoy increasingly importance in all countries of world and it's trying to elevate the quantity and quality of educational services[1]. Necessities of today's world have made a lot of developed countries investigate, analyze and criticize themselves' educational system and quit useless ways and apply new and adaptive with modern world and not much distant future methods and become efficient.

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Meanwhile, an organization that enjoys health, can achieve its purposes better, especially, an educational organization if is more healthy it can induce its purposes at the best level of possible quality.

Intelligence is of the materials that have been under consideration of psychologists and they have been trying to study intelligence and its types and convertibility. Expression of ethical intelligence was introduced by psychologist Borbather, for the first time. He defines the ethical intelligence as a capacity and ability of distinguish of correct from incorrect, having strong beliefs and acting according them and behaving in right and correct way [4].

Ethical intelligence is a mind capacity and ability to distinguish that how global humanitarian principles should be applied in our values, purposes and actions.

In simpler words, ethical intelligence is the ability of distinguish of correct from false that is adaptive with the global principles. Global principles are the beliefs that are common in human behaviors in all the cultures of all over the world. So they are applied for all people disregarding sex, race, religious beliefs or geographic positions.

Ethical intelligence is not only important for effective leadership, but it is the central and core intelligence of all human beings. Why? Because ethical intelligence conducts other types of intelligence to perform valuable functions. Ethical intelligence engages a purpose for our life. Without ethical intelligence we can't concept that why we are doing some action or even we can't concept that with or without us what makes difference to the great design of universe. Ethical intelligence is our major talent in ethical behavior and action. Ethical intelligence facilitates us to fundament our beliefs and values and to imagine those values and beliefs as an ethical boundaries.

Because this intelligence is a part of our essence that detects correct from incorrect, we use it to make sure that our purposes and actions are adjusted with our ethical boundaries. In other words, our ethical intelligence is like a cautioner. It makes sounds when our purposes and actions are inconsistent with our ethical boundaries. Ethical intelligence is exactly a set of types of capacities that each one of these capacities is related to one of four global principles that are ways to get effective leadership. Honest, responsibility, compassion (kindness) and forgiveness are the same four principles that are critical and essential for personal and organizational success[6].

Organizational health doesn't only consist of organization ability to perform functions effectively, but it also consists of organization abilities for continuum improvement. Supervisors can find workers with high job conscience, motive and productivity and open relation canals with high level of success in healthy organizations. And Healthy organization is where personnel want to remain and work there and be prod of working there and themselves are useful and effective people[7].

Hoy & Miskell (2003) in introduction of healthy organization count an organization healthy one that is creative and in order to this purpose it should be qualified of the cases bellow[5]:

- 1) It accepts variability.
- 2) It encourages fresh thoughts.
- 3) It considers trial and error as a part of success.
- 4) It appreciates people's endeavor.

Methodology:

This research is an applicable study considering research purpose and considering research method is a correlation one. Statistical population of this research is all of high school teachers of 5th educational zone of Tabriz. Number of statistical population was 335 people that were 168 female and 167 male. Both questionnaires of ethical intelligence and organizational health were answered by teachers and in relation to schools. This research sample number through Morgan's table was 180 people among high school teachers of 5th educational zone of Tabriz that consists of 90 female teachers and 90 male teachers. We used two questionnaires to measure two variables of ethical intelligence and organizational health. We used standard questionnaire of organizational health on Parson's organizational health dimensions base to measure organizational health. Reliability coefficient for experimental implement of ethical intelligence questionnaire has been obtained 0.77 and for organizational health has been obtained 0.72.

Findings:

There is a significant relationship between organizational health and ethical intelligence in the high schools of 5th educational zone of Tabriz.

There is a significant relationship between organizational health and honest in the high schools of 5th educational zone of Tabriz.

There is a significant relationship between organizational health and compassion in the high schools of 5th educational zone of Tabriz.

There is a significant relationship between organizational health and responsibility in the high schools of 5th educational zone of Tabriz.

There is a significant relationship between organizational health and forgiveness in the high schools of 5th educational zone of Tabriz.

Table 1: Results of Pearson's correlation test between organizational health and ethical health and its dimensions

		Organizational Health
Ethical Intelligence	Correlation Coefficient	0,62
	Sig. (2-tailed)	0.000
	N	180
Honesty	Correlation Coefficient	0.69
	Sig. (2-tailed)	0.000
	N	180
Compassion	Correlation Coefficient	0.21
	Sig. (2-tailed)	0.004
	N	180
Responsibility	Correlation Coefficient	0.3
	Sig. (2-tailed)	0.000
	N	180
Forgiveness	Correlation Coefficient	0.08
	Sig. (2-tailed)	0.23
	N	180

Conclusion:

According to the findings there is a significant relationship between organizational health and ethical intelligence and the dimensions of compassion, honest and responsibility. So we can conclude that hypothesize 1 of research is approved and there is a relationship between ethical intelligence and organizational health.

Probing of research literature shows that results of this research is coincide to researches that have been done by [1,9,2]. But it is to some extent inconsistent to the researches of Hoy and [9,9].

Miller (1993) concluded in a research that there is a direct and significant relationship between teacher's conception about organizational health and confidence of teachers to managers and coworkers and school. These results show that healthy schools are effective schools and effective schools enjoy healthy atmosphere.

To express these results we can say that if leaders of organization want to be able persuade themselves' workers to achieve a shared purpose, they should be loyal to some approved ethics and show their loyalty to the ethics through actions. On the other hand, ethics has significant effect on people's actions and the necessity of suitable performance is employees' commitment and responsibility. Management of ethical values in work environment cause legality of managed functions and enforces integration and balance of organization culture. We can say that high level of ethical intelligence cause abundant profits for schools. However it is difficult to quantize the benefits of enjoying of ethical intelligence for societies and organizations, but there is a lot of evidences that show enjoying of ideal ethical intelligence plays undeniable role in societies and organizations success. Existence of ethical excuses for actions which organizations do in organization's internal environment, and showing ethical loyalty to the public, is an inseparable part of organizations actions to improve performance and succeed. Enjoying of ideal ethical intelligence for organizations' personnel cause take care to stakeholders, increase profit and competitive advantage, increase diversification and respect it, adaption and agreement in work environments, decrease conflicts, team performance improvement, increase organizational commitment and increase legality of organization. So managers enjoying ethical intelligence, identify necessities of school management and express them and their purposes to teachers. Successful leaders, adapt their behavior so that they can obviate needs of group and their special situations. Effectiveness depends on leader, adherents and organizational positions. In organizational health discussion, structuring has evident interaction with leadership and management of organization. Because according to this criterion, manager expresses his expectations to teachers clearly and maintains exact criterions of performance[8]. Manager's behavior defines clearly identification of interactions and job relations among manager and teachers, job expectations, performance standards and methods. Indeed a manager who pays more attention to functions and duties he cares about success, too. And this causes objectives become clearer for majority of workers and all functions be performed to achieve purposes. To be informed about targets and believing them, loyalty to achieve them, adaption with them and motivation toward their direction are the first step and important dimension of leader enjoying ethical intelligence to be effective[3].

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