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### The Investigation of the Spiritual Intelligence Impact on the Social Responsibility of the Small and Moderate Company Staffs of Ardebil City

<sup>1</sup>Sirous Fakhimi Azar and <sup>2</sup>Saleheh Abdi Maasoumabad

<sup>1</sup>Phd, Department of Management, College of Management, Economic and Accounting, Tabriz branch, Islamic Azad University, Tabriz, Iran.

<sup>2</sup>Young Researchers and Elite club, Ardebil branch, Islamic Azad University, Ardebil, Iran.

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#### ABSTRACT

**Background:** The main purpose of the study was to investigate the impact of the spiritual intelligence on the social responsibility of the small and moderate agencies of Ardebil City. **Objective:** In this research SISIC spiritual intelligence model (2008) and Carol social responsibility model (1999) and a questionnaire made of the researcher about the spiritual intelligence and Singapeckdi *et al* standard questionnaire regarding to the social responsibility were applied efficiently. **Results:** This research was a correlation based study and it was also an analytical-descriptive study purposefully. The statistical population of the research was consisted of the managers and staffs of the small and moderate companies about 1100 people in this case; according to Cochran formula the volume of the sample was estimated 283 people. **Conclusion:** The obtained results represented that there is a positive significant impact of the spiritual intelligence on the social responsibility of the commercial agencies' staffs and thus the whole hypotheses of the research have been confirmed.

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#### INTRODUCTION

By the development of the intelligence towards other fields, the ability and capacity of the human beings particularly in the representation of the excitement intelligence in the psychology represented by Imons in 1999, the spiritual intelligence has been considered as a collection of the abilities and skills to apply the religious and spiritual resources in this regard. The spiritual intelligence is subjected to the intelligence and spiritual structures [3]. King believes that the spiritual intelligence is subjected to the ability and capacity of a person exclusively to understand the life going towards the higher spiritual situations [1].

He declared a model composed of four elements as following:

- 1- Critical thinking regarding to the universal issue and existence
- 2- Making personal meaning or understanding
- 3- Excellent consciousness
- 4- Making conscious situation

The company social responsibility (CSR) has the vastest understanding from the past activities. The social responsibility is considered as a collection of activities that the economical agencies and investment owners achieve the same process voluntarily as an effective member of a community.

A common model of the social responsibility includes four criteria based on the priority of increasing the social responsibility:

- 1- Does an organization act on its own economical responsibility?
- 2- Is the legal responsibility supplemented?
- 3- Does the moral responsibility achieve?
- 4- Does an organization pay attention to the humanity responsibility?

An organization achieves its economical responsibility when it makes its own benefits from providing the commodities and the suitable services towards its customers. The legal responsibility takes place when an organization acts based on the legislation considering the whole external regulations in this case. In ideal conditions, the economical responsibilities can be overlapped with the legal responsibility method. An

**Corresponding Author:** Sirous Fakhimi Aza, Phd, Department of Management, College of Management, Economic and Accounting, Tabriz branch, Islamic Azad university, Tabriz, Iran.

organization acts its moral responsibility when its operations are not merely based on the legislative expectations but it should be matched with the values and moral expectations voluntarily. The highest level of an organization performance is achieved by the volunteer responsibility. Here, the organization is voluntarily beyond the moral, legal and economical expectations; this makes people to progress at their wealth socially [2].

Many behaviors and approaches of the managers and staffs have been affected from the spiritual intelligence efficiently. The lack of attention to these kinds of issues in organizational management particularly in Iranian Communities will make some abuses in terms of moral affairs. In the other hand, it has long distance with the most advanced and progressed countries; in addition, by increasing the social expectations of the organizations, the communities have been more sensitive towards the issues such as the environment, women rights, minorities, handicapped people, employment equality and the reduction of human forces. The lack of attention by these organizations towards the consideration of these rights can bring some problems seriously questioning the legislation issue of an organization and their approaches in this pavement. As a result, it will affect on lose and benefit of the same organization in this regard. Therefore, according to the mentioned issues, the necessity of achieving this research is appeared along with the impact of the spiritual intelligence and organizational social responsibility and hence, the present study aimed at investigating the impact of the spiritual intelligence and social responsibility among the staffs of the small and moderate commercial agencies of Ardebil City.

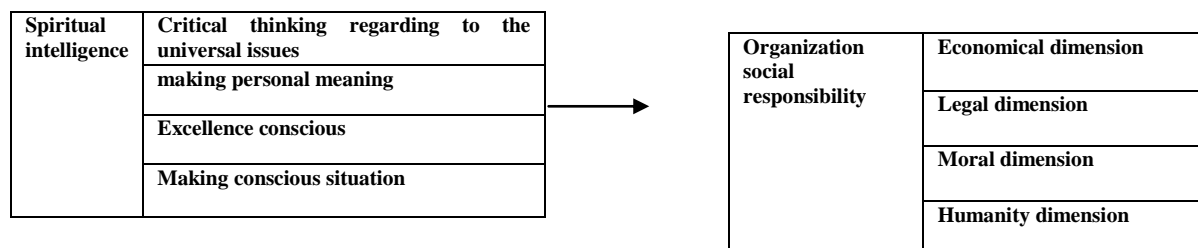
Pava in a research titling the role of the spiritual intelligence in the benefit has stated that the spirituality of the man is subjected to his or her functionalism issue. John Dave, an American philosopher has expanded firstly the parameters of the spiritual intelligence into the modern world[5].

RahmanSeresht *et al* in a research titling the social responsibility carried out the hyper-organizational morality affairs; in this research the social responsibility has been considered as the mega or hyper fundamental moral issue that the concept of the social responsibility can be subjected to the extraction of most moral theories in this regard. The social responsibility is called to a collection of the activities that the investment owners and economical agencies can carry it as their effective member in a community [8]. Alvani *et al* in a research titling the evolutionary of the social responding and giving a model for expanding its concept in the governmental organizations found out that the responsibilities and the social commitments are merely modern but they can be prosecutable in most communities traditionally[1].The organizational social responsibility carries out those approaches that the organizations should act based on the same process potentially. They have to respond to the social, commercial, legal and moral expectations of the community. Tabarsa *et al* in a research titling the representation and designing a model for the social responsibility of an organization claimed that in the science of the management the social responsibility is the main part of the occupational process. Many believe that the organization social responsibility is effective in the failures and successes of the same organizations. Saadati *et al* in a research titling the role of the spiritual intelligence with the organizational strategies found that there is a strong relationship between the spiritual intelligence happening into the whole organizations [6].

Ma in a research titling the models of the organizational social responsibility in the small and moderate companies established in china declared that the role of the small and moderate private companies has been potentially paid attention. Shekari *et al* carried out a research regarding to the relationship between the occupational stress and the spiritual intelligence in the oil distribution company of Torbat-e-Heidarieh Town. During the 20<sup>th</sup> century many various aspects of the intelligence have been recognized. The physical, intellectual, excitement and spiritual intelligence have been categorized that the spiritual intelligence is the main case among these categories. Generally, the spiritual intelligence can be considered as the spiritual capacity application in the practical situations [6,7].

#### *Understanding model and research questions:*

The extracted model of the social responsibility from Carol Model and the spiritual intelligence model from King Model [5]; the diagram shows the investigation of the spiritual intelligence on the organizational social responsibility achieved by the researcher as following figure:



**Fig. 1:** Research understanding model.

According to the research model, the research questions are as following:

*General question:*

Does the spiritual intelligence influence on the social responsibility of the small and moderate agencies?

**METHODS AND MATERIALS**

The present study is an applied research purposefully; it is achieved based on the correlation method. The statistical population of the study includes the managers and staffs of the small and moderate companies of Ardebil City that they were estimated about 1100 people in this case. Among these about 283 ones were taken up as the sample of the study. A questionnaire made of the researcher has been also applied to gather the related data about the spiritual intelligence and Singapeckdi *et al* questionnaire regarding to the social responsibility is used in this case. The questionnaire includes 42 questions that 27 ones have been subjected to the spiritual intelligence and 15 left ones are about the organizational social responsibility using Likert five options. Cronbach alpha is used in order to measure the degree of the reliability; so, a preliminary sample including 30 questionnaires is tested and then by the use of the obtained data and by the help of SPSS Software, the degree of the reliability using cronbach alpha method is measured. The obtained alpha coefficient for the spiritual intelligence and the social responsibility was 0.787 and 0.763, respectively. This represents that the validity of the questions is very high in this research. The correlation test and multivariable regression were applied in order to analyze the related data [4].

*Data analysis:***Table 1:** Impact of the spiritual intelligence on the social responsibility of the small and moderate agencies staffs.

Name of variable	Sig level	Coefficient regression	T statistics
Organizational social responsibility	0.001	-	11.563
Spiritual intelligence	0.000	0.293	5.129
R: 0.293 F-stat: 26.306 sig F-Stat: 0.000 R square: 0.086 adjusted R Square: 0.082			

The result of the first question shows that the obtained significance level (0.000) is lower than the standard level (0.05) and the statistics F is 26.306; it should be mentioned that the spiritual intelligence in 99% confidence level is significant and due to the positivity of the statistics T and the spiritual intelligence coefficient, it can be stated that the spiritual intelligence has a positive impact on the social responsibility; hence positive respond is given to the research questions in this case.

**Table 2:** Impact of the spiritual intelligence on the economical performance of the small and moderate agencies staffs.

Name of variable	Sig level	Coefficient regression	T statistics
Economical performance	0.000	-	12.681
Spiritual intelligence	0.000	0.134	5.365
R: 0.134 F-stat: 27.433 sig F-Stat: 0.000 R square: 0.018 adjusted R Square: 0.014			

According to the statistical results, it can be stated that the regression model (0.000) is significant along with the degree of F= 27.433 representing the applicability of the regression coefficients; it should be stated that the spiritual intelligence in 0.000 is lower than the standard level 0.05 as significant; due to the positivity of the spiritual intelligence and T statistics, in 99% confidence level, it can be presented that the spiritual intelligence has a positive impact on the economical performance of the small and moderate agencies staffs and hence the positive respond is given to the research question.

**Table 3:** Impact of the spiritual intelligence on the legal performance of the small and moderate agencies staffs.

Name of variable	Sig level	Coefficient regression	T statistics
Legal performance	0.000	-	9.326
Spiritual intelligence	0.000	0.208	3.573
R: 0.208 F-stat: 12.766 sig F-Stat: 0.000 R square: 0.043 adjusted R Square: 0.040			

The obtained test for investigating the third question in table 21-4 shows that the obtained significance level (0.000) is lower than the standard level (0.05) and the statistics F is 12.766; it should be mentioned that the obtained significance level for the spiritual intelligence is 0.000 lower than the standard level (0.05) representing its significance in this case; due to the positivity of the statistics T and the spiritual intelligence, it can be stated in 99% confidence level that the spiritual intelligence has a positive impact on the legal performance of the small and moderate agencies; hence the positive respond is given to the research question.

**Table 4:** Impact of the spiritual intelligence on the moral performance of the small and moderate agencies staffs.

Name of variable	Sig level	Coefficient regression	T statistics
Moral performance	0.000	-	5.453
Spiritual intelligence	0.000	0.282	4.921
R: 0.282 F-stat: 24.216 sig F-Stat: 0.000 R square: 0.079 adjusted R Square: 0.076			

The obtained test for investigating the third question in table 22-4 shows that the obtained significance level (0.000) is lower than the standard level (0.05) and the statistics F is 24.216; it should be mentioned that the obtained significance level for the spiritual intelligence is 0.000 lower than the standard level (0.05) representing its significance in this case; due to the positivity of the statistics T and the spiritual intelligence, it can be stated in 99% confidence level that the spiritual intelligence has a positive impact on the legal performance of the small and moderate agencies; hence the positive respond is given to the research question[9].

**Table 5:** Impact of the spiritual intelligence on the humanity performance of the small and moderate agencies staffs.

Name of variable	Sig level	Coefficient regression	T statistics
Humanity performance	0.000	-	6.470
Spiritual intelligence	0.000	0.202	3.459
R: 0.202 F-stat: 11.968 sig F-Stat: 0.000 R square: 0.041 adjusted R Square: 0.037			

The obtained test for investigating the third question in table 23-4 shows that the obtained significance level (0.000) is lower than the standard level (0.05) and the statistics F is 11.968; it should be mentioned that the obtained significance level for the spiritual intelligence is 0.000 lower than the standard level (0.05) representing its significance in this case; due to the positivity of the statistics T and the spiritual intelligence, it can be stated in 99% confidence level that the spiritual intelligence has a positive impact on the legal performance of the small and moderate agencies; hence the positive respond is given to the research question.

#### *Discussion and conclusion:*

The obtained results from the research questions indicate that the whole represented questions have been confirmed so that the spiritual intelligence has a positive impact on the social responsibility of the small and moderate agencies staffs. In the study of the second question, it should be stated that due to the obtained significance level (0.000) with 99% confidence level, it can be stated that the spiritual intelligence has a positive impact on the economical performance of the small and moderate agencies staffs. In the study of the third question, it should be stated that due to the obtained significance level (0.000) with 99% confidence level, it can be stated that the spiritual intelligence has a positive impact on the legal performance of the small and moderate agencies staffs. In the study of the fourth question, it should be stated that due to the obtained significance level (0.000) with 99% confidence level, it can be stated that the spiritual intelligence has a positive impact on the moral performance of the small and moderate agencies staffs. In the study of the fifth question, it should be stated that due to the obtained significance level (0.000) with 99% confidence level, it can be stated that the spiritual intelligence has a positive impact on the humanity performance of the small and moderate agencies staffs.

#### *Conclusion:*

According to the obtained results of the present study, the spiritual intelligence has positive impact on the social responsibility and its elements (economical, legal, moral and humanity performances). Thus, due to the main purpose of the study, it can be stated that through the spiritual intelligence the higher percent of the managers and staffs commitment can be expected towards the social responsibility. By making the vastest viewpoint into the whole managers and staffs, this process can be reach to its own main target to discover the organizational values in this pavement. It should be mentioned that due to the domestic and foreign researches there have not been carried out any researches regarding to the spiritual intelligence and social responsibility in this regard. Hence, this related study could be considered as an innovative research potentially. Of course there has been carried out a research titling the morality and managers' social responsibilities in 2005 by Ghorbani *et al* that the findings of this research are coincident with the results of the fourth hypothesis, the spiritual intelligence and the moral performance. Another study led by Mousavi *et al* titling the investigation of the relationship between the spiritual intelligence and citizenship behavior among the high school teachers of Zanjan Province representing the positive relationship between the spiritual intelligence and organizational citizenship behavior; and the findings of the research are coincident with the fifth hypothesis (humanity performance) [9]. Husseini *et al* in a study titling the investigation of the relationship of the sport morality and the beliefs showed the positive relationship between the spiritual intelligence and the sport morality. Hence it can be stated that the findings of the research are coincident with the fourth hypothesis (spiritual intelligence and moral performance)[3].

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