

Investigation of transcendent awareness and expansion of consciousness as components of spiritual intelligence in staff performance (case study: National Library and Archives Organization of Iran (NLAI))

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Abstract

Relevant studies of spirituality have been integrated to concept of “intelligence” tightly and investigation and research in this domain is challenging. Hence, many contemporary theorists define intelligence in domain of spirituality. Although the term “intelligence” is apparently a well-known concept, in fact such knowledge is still unknown for many individuals. This would indicate complexity of human and his/her mind and intelligence. The main objective of the present study is investigation of transcendent awareness and expansion of consciousness as components of spiritual intelligence in staff performance. Case study would be conducted on National Library and Archives Organization of Iran (NLAI)

Key words: spirituality, transcendent awareness, spiritual intelligence, organizational behavior, leadership style, staff performance, management

Introduction

Spirituality;

Spirituality is one of the dimensions of humanity that includes consciousness and self-analysis. Bilota believes that spirituality is need for going beyond of “self” in daily life and integrating with another one. Such consciousness may lead to an experience that is beyond us. Spirituality is a public issue and like emotion includes different degrees and dimensions. It can be consciousness or unconsciousness; improved or unimproved; healthy or ill; simple or complicated; and useful or harmful. Emmons has tried to present spirituality based on definition of Gardner for intelligence in framework of intelligence. He believes that spirituality can be considered as a form of intelligence, since it can predict performance and adjustment of individuals and can also present capabilities that would enable individuals to solve problems and achieve their goals. Gardner has criticized Emmons and believes that dimensions of spirituality that are related to phenomenology experiences should be separated from rational, problem solving, and data procession dimensions. The reason of disagreement of some researchers like Gardner about the mentioned

issue that spiritual intelligence covers motivation, intention, and morality, can be related to their cognitive view on intelligence.

Vaughan has presented some features of spirituality as follows:

- 1- It covers highest level of improvement in domains such as cognitive, moral, emotional, and interpersonal domains.
- 2- It is one of the separated improvement fields.
- 3- It would be mostly presented as attitude (such as openness against love).
- 4- It includes peak point experiences.

In viewpoint of the author, spirituality is communicate with transcendent existence; believe in absence; believe in improvement and absolution in regard with passing life complexities; regulating personal life based on communicate to transcendent existence; understanding constant presence of transcendent existence in meaningful, organized, and oriented divine existence. This existential dimension of human is intrinsic and would be improved due to human improvement and growth and as a result of doing religious practices and customs.

Spiritual intelligence and its components

Edwards believes that having high spiritual intelligence is different from having information about spiritual intelligence. The difference can present distance between practical knowledge and theoretical knowledge. Hence, having wide expanded information and knowledge about spiritual issues and practices should not be considered in line with achievement to spiritual intelligence through thinking in order to solve moral problems. However, it could be mentioned that in order to take benefit of spirituality effectively, both practical and theoretical knowledge would be required at the same time.

Although there are a few studies in regard with development and improvement of spiritual intelligence and a lot of practical-qualitative studies are required, it could be mentioned that talent of such intelligence is varied in different individuals. The talent would be changed and formed as a result of encountering enriched environments, which motivate spiritual questions. It seems that age and gender can be also effective in spiritual intelligence. Yung believes that in many individuals after age 35, many changes would be formed in unconsciousness form that may be effective in process of spirituality and spiritual intelligence. In addition, some researchers, especially Yung, believe that the evolution in men is different from it in women.

According to definitions, spiritual intelligence may be a motivational-cognitive issue, which can introduce a series of adjustment skills and resources that are able to facilitate achievement to goals. Spiritual intelligence is adjusted and applied implementation of the mentioned issues in specific situations and daily life.

It seems that spiritual intelligence has passed physical and cognitive relationships of individuals with surrounding area and has entered to transcendent domain of their life. He attitude covers all events and experiences of individuals, which have been affected by a general view. Individuals can use such intelligence in order to

reinterpretation of their experiences. The process is also able to give more value to events and experiences of individuals in terms of phenomenology.

Spiritual intelligence is in relationship with internal life of mind and spirit and their communication with the world. It includes also capacity of deep understanding of existence questions and attitude to multiple levels of consciousness. Spiritual consciousness is a foundation in order to cover creative life force of evolution. Spiritual intelligence would be appeared in form of consciousness and would then changes into constantly growing consciousness of material, life, body, mind, spirit, and soul. Therefore, spiritual intelligence is more than individual intellectual ability and can relate individuals to soul and transpersonal domain. Additionally, spiritual intelligence is beyond the common psychological growth. Hence, self-consciousness covers awareness of relationship with transcendent existence; other individuals, the earth, and all living things.

Amram believes that spiritual intelligence includes sense of meaning and having a mission in the life, sense of holiness in the life, balanced understanding of substantial value; and trust in improvement of the world.

Spiritual intelligence would be applicable in order to solve relevant problems of life and values and would also provide some questions in the mind as follows: “whether my job is completing me in the society?” and “whether I am involved in peace and happiness of people?”.

In fact, this type of intelligence is mostly related to asking not answering; it means that individuals would ask many questions about their life and the world.

It should be also mentioned that serious questions about the source of creation and end of creation and the main goal of the life are examples of spiritual intelligence.

Santos believes that spiritual intelligence is associated with creator of the world. He has defined the intelligence as the ability of recognizing principles of life and making life based on such rules. He has presented some principles for spiritual intelligence as follows:

1. Cognition and confirmation of spiritual intelligence: believing in this issue that people are spiritual living things and material and physical life is temporary
2. Recognition and believe in a superior existence (Almighty God)
3. If there is a creator and people are creatures, so a guidance book should be also existed.
4. Necessity of recognizing life destination and accepting this issue that some capabilities have been coded genetically
5. Recognizing our position against God
6. Recognition of principles of life and accepting this issue that life style and decisions should be formed based on such principles in order to have successful life.

Emmons has presented and defined features of spiritual intelligence as follows:

- a) Spiritual intelligence is a kind of ultimate intelligence that can indicate conceptual issues and can also solve relevant problems. In fact the mentioned intelligence can cover behavior and actions of people in terms of conceptual context and also investigate meaningfulness of a stage of life, comparing to other stages.
- b) Spiritual intelligence may be appeared in form of following criteria: honesty; compassion; paying attention to all dimensions of consciousness; mutual sympathy; presence of a sense, based on which there is an important role in a wide expanded domain; practical and spiritual forgiveness; seeking for adjusting to nature and all existence; being relax in loneliness without having sense of loneliness.
- c) Individuals with high degree of spiritual intelligence have high intention for consciousness. They have the capacity to devote a part of their routine activities to spiritual activities and express some good characteristics such as forgiveness, appreciation, humility, sympathy, and wisdom.

Additionally, it could be mentioned that spiritual intelligence would facilitate perception of religious issues and correct inferences of jurisprudence. Also, this kind of intelligence can assist individuals in order to understand moral issues and their values.

Spiritual intelligence can make mind of people clear and also related their soul to underlying ground of being. It can also help individuals to distinguish reality from illusion. Such concept has been presented I different cultures under terms of love, wisdom, and service.

Some individual features that are useful for taking benefit of spiritual intelligence are as follows: wisdom; absolution; sympathy (McMullen, 2003); having comprehensive view; truth and accuracy; and having open and flexible mind (Zohar and Derrick). The mentioned features would provide different methods for knowing through non-linguistic and illogical methods such as dreams and mystic experience in order to achieve deep level of concept.

Required features for spiritual intelligence are probably considered along with other activities as follows: praying; meditation; dreams and dream interpretation; religious and spiritual beliefs and values; recognition of holly concepts; and ability to have transcending modes. For example, some old facts such as “not to bothering others”, which consider moral virtues, may be considered as methods for reinforcing spiritual intelligence. In addition, spiritual issues may include some issues such as thinking about existential questions lie life after death, seeking for life concept, interesting in praying and effective meditation, growth of sense of systemizing the life, growth of self-communication, adjustment to superior power and its role in the life.

Research hypotheses

- There is a significant relationship between staff “transcendent consciousness” and their performance.
- There is a significant relationship between “growth of consciousness mode” in staff and their performance.

Literature review

Ziyaei Mohammad-sadegh, Nargesian Abbas, and Aibaghi Saied (2008) have conducted a study under the title of “role of spiritual intelligence in performance of Tehran University Staff”. Obtained results from the study indicated

that the study has been in kind of applied study and in terms of data collection method; it has been a descriptive research. Methodology of the mentioned study has been in kind of survey study. Statistical population and sample included all staffs of Tehran University both men and women. Obtained results have also indicated that there is a significant relationship between spiritual intelligence and staff performance.

Amram (2008) has also indicated in his studies that spiritual practices can enhance consciousness to new levels of multidimensional consciousness and can also affect performance of individuals positively.

Mark Lich and Russell Lark (2009) have conducted also a study in regard with relationship between spiritual intelligence and staff performance and have found that spiritual intelligence has important and key role in enhancement of performance. The mentioned study has been aimed at evaluate spirituality through scale of spiritual intelligence, which has reported significance difference for the spirituality in regard with forgiveness. Obtained results from multivariate regression test have also indicated that there is a significant relationship between spiritual intelligence and staff performance.

Iranaki (2011) has conducted a study under the title of “effect of emotional intelligence and spiritual intelligence on financial performance of organization”. Obtained results from the study indicated that effect of spiritual intelligence and spirituous mode on organization financial performance has been insignificant and weak.

Iranaki (2010) has also conducted a study through considering managers with spirituous leadership style that have religious beliefs. The study has considered and investigated concepts and has also tested an evaluation model for features of spirituous leadership of Turkey senior directors and their spirituality. Obtained results have indicated that spirituous leadership of Turkey senior directors is depended on their wisdom and knowledge and also their friendship style. Additionally, spirituality is a common factor between spirituous and religious leadership. Finally, there has been a statistically significant relationship between spirituous and religious leadership with high soul and spirit and efficiency.

Luckcock (2010) has conducted also a relevant study under the title of “spiritual intelligence in development of leadership” in order to present s leadership style, in which positive effect of spiritual intelligence and emotional intelligence on leadership style has been considered.

Adin B (2009) has also investigated effect of spirituality and spiritual intelligence on organizational relationships and effect of such element on development of leadership and success of organizations. The study has claimed that religious factors can help individuals in order to achieve organizational goals to achieve development.

Methodology

Applied methodology in the preset study has been descriptive regression method and in terms of objective, the study has been applied research. The main objective in this study has been also describing relationship between spiritual intelligence and staff performance in National Library and Archives Organization of Iran (NLAI).

Statistical population

Usually in every research, studied population is a statistical population that researcher tends to investigate its features. A number of desirable elements that include at least a specific feature can provide statistical population.

Statistical population includes all individuals, objects, or phenomena that researcher tends to study them and then generalize obtained results. Usually in a study, researcher tends to study features of the applied population.

Statistical population refers to all individuals of objects that researcher tends to study their features. At the present study, statistical population includes staffs of NLAI to 150 persons.

Sampling method

In order to conduct sampling in studies of behavioral sciences, there are different common methods such as simple random sampling method; systematic random sampling; stratified sampling; cluster sampling; and multistage sampling method. Accordingly, due to specific form and features of distribution of experts and scholars in statistical population organizations, first stratified sampling method has been applied and the, random sampling method has been applied in order to select individuals inside the groups. For this purpose, final questionnaire has been prepared and after justifying questioners and giving address of selected people, information fulfillment has been conducted face to face. The present study has applied simple random sampling method.

Sample size

In order to determine sample size in the present study, Morgan table has been applied. Hence, size of the studied sample has been equal to 144 persons according to Morgan and Krejcie tables.

Data collection methods and their relationship with the research model

Data collection methods can be totally divided to two groups including library methods and field methods. The present study has applied both library and filed methods for data collection. Required investigations and studies about theoretical basis of the study, literature, and backgrounds have been conducted through using library methods and studying references, thesis, and relevant papers, and also internet bases. In addition to implement main stages of the study and collect required data, field methods lie questionnaire have been applied. Questionnaire instrument makes it possible to collect data from National Library and Archives Organization of Iran (NLAI).

Discussion and results

Table 1: Frequency distribution based on gender

Variable categories	Frequency	frequency percent	Valid percent	Mode
Male	81	56.3%	56.3%	1
Female	63	43.8%	43.8%	

Total	144	100%	100%	
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According to table 1, it could be found that 56.3% of sample individuals have been male and 43.8% have been female. Mode is also equal to 1, which shows the most frequency for male. In other words, mode index is one of the main indices, which can determine maximum frequency in distribution and here is an equivalent for males.

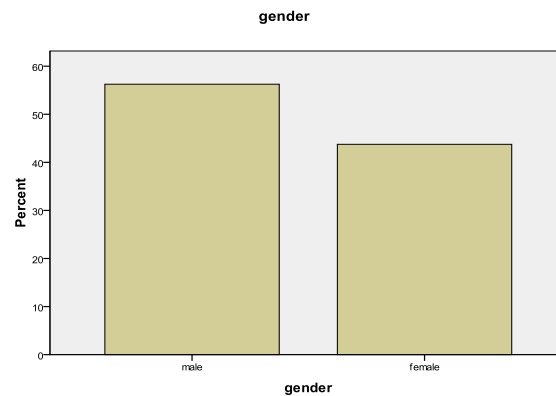


Figure 1: diagram of frequency distribution based on gender

Table 2: frequency distribution based on age

Variable categories	Frequency	Frequency percent	Valid percent	Mean
20-30	8	5.6%	5.6%	37.5
31-40	38	26.4%	26.4%	
41-50	79	54.9%	54.9%	
Above 50	19	13.2%	13.2%	
Total	144	100%	100%	

According to table 2, it could be found that 5.6% of participants have been below age 30; 26.4% 31-40; 54.9% 41-50; and 13.2% have been above age 50. Mean value has of age range has been also equal to 37.5.

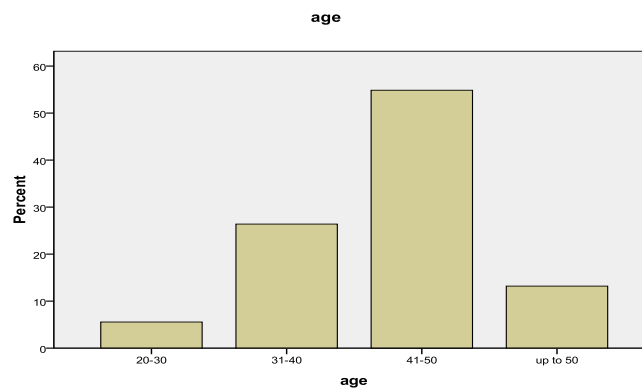


Figure 2: diagram of frequency distribution based on age

Table 3: frequency distribution based on marital status

Variable categories	Frequency	Frequency percent	Valid percent	Mode
Married	94	65.3%	65.3%	1
Single	50	34.7%	34.7%	
Total	144	100%	100%	

According to table 3, it could be found that 65.3% of participants have been married and 34.7% have been single. Mode is also equal to 1 that shows maximum frequency for married individuals. In other words, mode is one of the central indices that can determine maximum frequency in distribution and here is an equivalent for married persons.

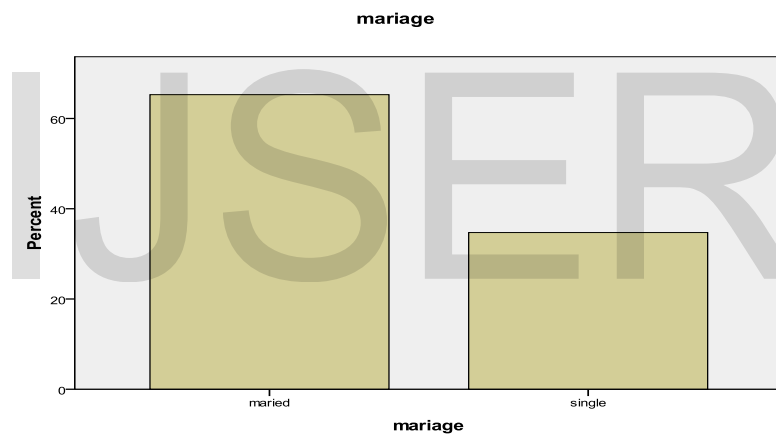


Figure 3: diagram of frequency distribution based on marital status

Inferential analysis

Normality and fitness test;

In order to evaluate normality of distribution for variables (spiritual intelligence and staff performance), Smirnov-Kolmogorov test has been applied. The mentioned test in one sample form considers comparison of observed cumulative distribution function and desired cumulative distribution function in a variable in ordered evaluation level. In other words, in this test, distribution of a feature in sample would be compared to assumed distribution for the population. In order to interpret obtained results from the test, if p-value is more than 0.05, observed distribution would be same as theoretical distribution and there would be no difference between them. It means that obtained

distribution is a normal one. However, if significance value is less than 0.05, then observed distribution would be significantly different from desired distribution and the mentioned distribution would not be normal.

Table 4: normality and fitness test

Variable	Absolute difference	Positive difference	Negative difference	K-S	P-value
Spiritual intelligence	0.075	0.075	-0.063	0.906	0.385
Staff performance	0.101	0.101	-0.088	1.209	0.108

Table 4 has presented values of absolute difference, positive difference, and negative difference for the mentioned variables. Absolute difference indicates maximum difference between observed and desired cumulative distribution. Positive difference indicates also value of the point, in which value of observed cumulative distribution function is less than desired value. At this table, according to value of S-K test and also p-value, it could be found that desired distribution is not significantly different from observed distribution for the mentioned variables. Hence, distribution of the variables has been normal.

Factor analysis

Factor analysis is one of the multivariate statistical methods that can provide a specific relationship among many variables under an assumptive model. The mentioned method is based on the assumption that observed variables are linear combinations are more underlying than the assumptive variables. It means that presence of a factor or a series of underlying factors and a series of observed variables would be assumed. In fact, there is a significant relationship between the two sets and factor analysis applies the relationship, so that it can achieve desired findings about them. One of the applications of factor analysis is assumption of intentional combination of several variables in order to evaluate an assumptive structure. This kind of factor analysis is known as “confirmatory factor analysis” (CFA). In other words, the mentioned method aims at testing theory and evaluating validity of indices; it means that researcher would determine dimensions and elements of a complicated concept through relevant theories or previous empirical studies. It would also achieve validity and fitness of the mentioned indices in construction of desired structure through factor analysis technique.

At the present study, a basic structure has been introduced including staff performance, which has been formed through assumptive combination of several indices and reagents. According to relevant theories, structure of staff performance has been formed through combining 7 reagent indices and components (ability, position, assistance, incentive, evaluation, validity, and environment). In order to determine validity of every reagent to construct desired structure, factor analysis technique would be applied as follows.

Staff performance structure

As it was mentioned, the mentioned structure has been formed of 7 reagent fields and assumptive elements including ability, position, assistance, incentive, evaluation, validity, and environment. The first step in order to determine validity of the structure in factor analysis is determining table of correlation coefficients for components and also presenting determinant matrix and estimating K.M.O coefficient.

Table 5: coefficient of correlation

Correlation	Ability	position	Assistance	Incentive	Evaluation	Validity	Environment
Ability	1.000	0.915	0.673	0.786	0.810	0.779	0.658
position	0.915	1.000	0.663	0.716	0.758	0.700	0.626
Assistance	0.673	0.663	1.000	0.629	0.717	0.588	0.681
Incentive	0.786	0.716	0.629	1.000	0.720	0.684	0.600
Evaluation	0.810	0.758	0.717	0.720	1.000	0.782	0.912
Validity	0.779	0.700	0.588	0.684	0.872	1.000	0.704
Environment	0.658	0.626	0.681	0.600	0.912	0.704	1.000
Determinant of coefficients	0.000						

In general, the more the correlation among structure's reagent is, the more power of them would be in forming desired structure. Value of correlation coefficients is always fluctuating from -1 to 1. Hence, the closer the obtained values are to each other, the weaker the correlation would be. According to table 5, correlation among components is close to 0.7, which indicates desirable correlation among reagents. In addition, main diameter of matrix is also equal to 1 that indicates correlation of every component with its own. However, the value indicates also complete correlation. Value of matrix determinant is equal to 0.000 that indicates validity of data and correlation matrix of variables, since basically the closer the determinant is to 0, the more the quality of data would be for entering to factor analysis.

Table 6: K.M.O or sample adequacy criterion

Criterion		Coefficients
K.M.O		0.842
Bartlett's Test	Chi square value (X^2)	1166.748
	DF	21
	Significance level	0.000

Table 6 has presented two other criteria for validation of data including K.M.O and Bartlett criteria. K.M.O criterion is 1 in maximum level and 0 in minimum level. Hence, the closer the value is to 1, the more desirable criterion it would be. Also, value below 0.6 can be also acceptable. Clearly, the mentioned criterion is more than 0.8 in the table6, which is a desirable value. In addition, Bartlett test value has been also significant in confidence level of 99%. Hence, both criteria have confirmed existence of factor analysis.

Table 7: estimating subscription rate of every component with factor (staff performance structure) using principal component analysis

Components	Subscriptions before extraction	Subscription with factor
Ability	1.000	0.850
Position	1.000	0.769
Assistance	1.000	0.639
Incentive	1.000	0.703
Evaluation	1.000	0.901
Validity	1.000	0.765
Environment	1.000	0.719

Table 7 has calculated value of subscription for every component with factor. Value of subscription in variables would indicate their variance that has been discriminated by the factor. The more the mentioned value is in observed variable, the more it would be represented by the determined factor. In the table 7, evaluation factor has the most value; it means that it has the most effect on staff performance structure. In addition, all components included suitable subscription value with the structure.

Table 8: estimating specific and variance value corresponding to the factor

Component	Calculated specific values		
	Total	Discriminated variance	Cumulative percent
1	5.346	76.369	76.369
2	0.568	8.120	84.490
3	0.437	6.238	90.728
4	0.308	4.405	95.133
5	0.235	3.361	98.494
6	0.070	1.004	99.498
7	0.035	0.502	100

Table 8 has presented specific values and discriminated variance by every factor. Since all components have discriminated high percent of the first factor and have discriminated in fact more than 76% of the factors, next factors would not be extracted. This is because; undetermined variance value is very low and no other factor would be created. Hence, it could be mentioned that components (ability, position, assistance, incentive, evaluation, validity, and environment) have significantly affected formation of factor “staff performance” to 76%. Therefore, validity of the structure would be confirmed.

Table 9: determining factor loadings

Component	Factor loadings against the first factor
Ability	0.922

Position	0.877
Assistance	0.800
Incentive	0.839
Evaluation	0.949
Validity	0.874
Environment	0.848

Factor loading refers to correlation of every observed variable with the factor. In fact, factor loading indicates amount of correlation of every observed variables with the factor. In mathematical language, factor loading is a quantity that its square is a ratio of a certain variable variance, which would be calculated by a certain factor. At the table 9, evaluation factor has the most correlation with factor “organizational performance”; although at the same time all components include high and desirable factor coefficient.

Testing hypotheses

- There is a significant relationship between staff “transcendent consciousness” and their performance.

H0: there is no significant relationship between staff “transcendent consciousness” and their performance.

H1: there is a significant relationship between staff “transcendent consciousness” and their performance.

Multiple regression method is a statistical analysis method, in which variations of one or more dependent variables would to one or more independent variables would be investigated. In other words, regression is a powerful statistical technique that can estimate effects of one or more independent variables on the dependent variable. In order to estimate effects of independent variables and explore validated model, multivariate regression model has been applied.

Multiple effects of variables (recognizing metaphysical dimensions; perception of extra-physical issues; consciousness of communications with others; definition of immaterial features; consciousness of spiritual dimensions of life; recognizing metaphysical features in others; and sense of concentration with immaterial dimensions) on staff performance have been estimated using multivariate regression test and accordingly, their relationships have been analyzed.

Table 10: input and output variables

Model	Input variables	Output variables	Regression method
1	Mentioned independent variables	-	ENTER

At the mentioned model, all considered variables have been entered in the model with each other and without any certain order or blocking and have been then analyzed.

Table 11: estimating summary of regression model

Row	Model	Multiple coefficient of correlation	Coefficient of discrimination	Adjusted coefficient of discrimination
1	1	0.881	0.776	0.764

Table 11 has presented relationship among independent variables of component “transcendent consciousness” (recognizing metaphysical dimensions; perception of extra-physical issues; consciousness of communications with others; definition of immaterial features; consciousness of spiritual dimensions of life; recognizing metaphysical features in others; and sense of concentration with immaterial dimensions) and variable “staff performance”. At the table 11, multiple coefficients of correlation for independent variables with variable “enhancement of staff performance” have been equal to 0.88. Coefficient of discrimination (effect and prediction) for independent variables has been equal to 0.77 and adjusted coefficient of discrimination based on DF of variables has been equal to 0.76. In other words, variations of variable “staff performance” based on effects of the mentioned variables have been equal to 0.77, which would be equal to 0.76 through exactly consideration of DF value. Therefore, 76% of variations of staff performance would be determined and predicted by the mentioned variables.

Table 12: ANOVA analysis and determining significance level

Model	Sum of squares	DF	Mean of squares	F value	P-value
Regression	24.836	7	3.548	67.118	0.000
Residual	7.189	136	0.053		
Total	32.025	143			

According to F value and also observed p-value ($p\text{-value} < 0.05$), it could be found that, presence of relationship would be significant in confidence level of 99%. In other words, there is a significant relationship between components of “transcendent consciousness” and “staff performance”. Hence, H_0 has been rejected and alternative hypothesis has been confirmed.

Table 13: weighted coefficients of regression

Model factors	Non-standardized B	Standardized B	t-value	P-value
Constant coefficient	0.355	-	1.617	0.108
recognizing metaphysical dimensions	0.297	0.33	3.862	0.000
perception of extra-physical issues	0.132	0.161	3.413	0.001
consciousness of communications with others	0.248	0.377	8.907	0.000
definition of immaterial features	0.330	0.418	9.219	0.000
consciousness of spiritual dimensions of life	0.033	0.038	0.903	0.368
recognizing metaphysical features in others	0.074	0.100	1.026	0.307
sense of concentration with immaterial dimensions	0.054	0.083	1.114	0.267

At the table 13, value of weighted coefficients for every variable on the dependent variable separately for standardized, and non-standardized, t-value, and p-value have been estimated. Accordingly, based on standardized

weighted effects and t-values of all factors, except for consciousness of spiritual dimensions of life; recognition of metaphysical features in others; and sense of concentration through thinking in immaterial dimensions, have had significantly positive effect on staff performance. However, the factor “definition of immaterial features” has the most significant effect on staff performance. Hence, due to the mentioned coefficients, first; regression equation of variable “staff performance” could be presented based on independent variables and value of constant coefficient. Second; value of every independent variable could be predicted per a single unit change in dependent variable.

Moreover, scatter plot of dependent variables based on standardized value of predictor variables would be as follows:

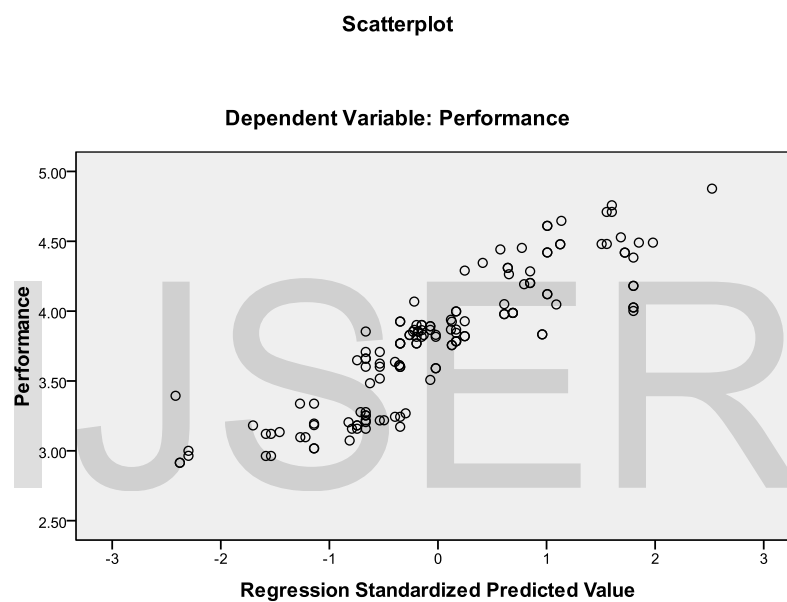


Figure 4: scatter plot of dependent variables

- There is a significant relationship between “growth of consciousness mode” in staff and their performance.

H0: there is no significant relationship between “growth of consciousness mode” in staff and their performance.

H1: there is no significant relationship between “growth of consciousness mode” in staff and their performance.

In order to estimate effects of independent variables and explore validated model, multivariate regression model has been applied.

Multiple effects of variables (ability to enhance consciousness; controlling effect of consciousness; selecting extra-consciousness mode; enhancement of movement; and development of skills as a result of consciousness) on staff performance, multivariate regression test has been applied. Accordingly, relationships among the mentioned variables have been also analyzed.

Table 14: input and output variables

Model	Input variables	Output variables	Regression method
1	Mentioned independent variables	-	ENTER

At the mentioned model, all considered variables have been entered in the model with each other and without any certain order or blocking and have been then analyzed.

Table 15: estimating summary of regression model

Row	Model	Multiple coefficient of correlation	Coefficient of discrimination	Adjusted coefficient of discrimination
1	1	0.948	0.898	0.894

Table 15 has presented relationship between independent variables of components of “presenting personal concept” (ability to enhance consciousness; controlling effect of consciousness; selecting extra-consciousness mode; enhancement of movement; and development of skills as a result of consciousness) and variable “staff performance”. At the table 15, multiple coefficients of correlation of independent variables based on enhancement of staff performance have been equal to 0.95. Coefficient of discrimination for independent variables has been equal to 0.90 and adjusted coefficient of discrimination based on DF value of variables has been equal to 0.89. In other words, variations of variable “staff performance” based on effects of the mentioned variables have been equal to 0.90, which would be equal to 0.89 through exactly consideration of DF value for every variable. Therefore, 89% of variations in “staff performance” would be determined and predicted by the mentioned variables.

Table 16: ANOVA analysis and determining significance level of model

Model	Sum of squares	DF	Mean squares	F value	P-value
Regression	28.759	5	5.752	242.975	0.000
Residual	3.267	138	0.024		
Total	32.025	143			

According to F value and observed P-value ($P\text{-value} < 0.05$), it could be found that presence of the relationship would be significant in confidence level of 99%. In other words, there is a significantly positive relationship between all components of “growth of consciousness mode” and “staff performance”. Therefore, H_0 has been rejected and instead, alternative hypothesis has been confirmed.

Table 17: weighted coefficients of regression

Mode factors	Non-standardized B	Standardized B	t-value	P-value
Constant coefficient	0.544	-	2.494	0.014
ability to enhance consciousness	0.204	0.264	1.991	0.044
controlling effect of consciousness	0.182	0.324	5.864	0.000

selecting extra-consciousness mode	0.33	0.451	7.845	0.000
enhancement of movement	0.078	0.099	1.806	0.073
development of skills as a result of consciousness	0.083	0.100	0.720	0.473

At the table 17, value of weighted coefficients for every variable on the dependent variable separately for standardized, and non-standardized, t-value, and p-value have been estimated. Accordingly, based on standardized weighted effects and t-values of all factors, except for variables (controlling as a result of consciousness; enhancement of movement and development of skills as a result of consciousness), have had significantly positive effect on staff performance. However, the factor “selecting extra-consciousness mode” has the most significant effect on staff performance. Hence, due to the mentioned coefficients, first; regression equation of variable “staff performance” could be presented based on independent variables and value of constant coefficient. Second; value of every independent variable could be predicted per a single unit change in dependent variable.

Moreover, scatter plot of dependent variable based on standardized value of predictor variables would be as follows:

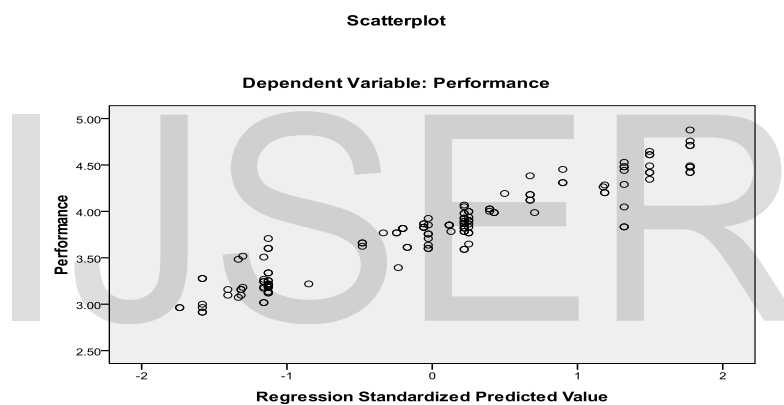


Figure 5: scatter plot of dependent variables

Conclusion

There is a significant relationship between components of “transcendent consciousness” and “staff performance”. Hence, H_0 has been rejected and alternative hypothesis has been confirmed. There is a significantly positive relationship between all components of “growth of consciousness mode” and “staff performance”. Therefore, H_0 has been rejected and instead, alternative hypothesis has been confirmed.

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