Chapter 1

Spiritual Intelligence and Organizational Commitment: A Case Study of the Iranian Social Security Organization (ISSO)

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ABSTRACT

Denoting individual life along organizational commitment (OC) is one of the strategical programs in an organization. Although there are many researches about considering the meaning of organizational commitment and its relationship with other elements, but spiritual intelligence is an effective element of individual and behavior in organizations. The goal of this chapter is the investigation of the relationship between organizational spiritual intelligence (SI) and organizational commitment (OC) in Iranians’ social security organization (ISSO). Base on this factor, during reviewing theatrical literature and relevant variable of scaling, the outline of research is made. The strategy of this research is a dependent kind of surveying tool for collecting data standard questionnaire about SI. The dual aspects of spiritual intelligence, self-knowledge and theology, correlated with commitment organization. Also, the main hypothesis of this study is to examine the relationship between organizational commitment and spiritual intelligence.

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INTRODUCTION

The goal of any organization is to get success and growth. Human resource (HR) is a significant part which helps to attain the goal of the organization. Organization wants to achieve competitive advantage; for this organization need highly fulfilled satisfied, innovative, dedicated and creative employees. In the current era, spiritual intelligence (SI) has become important for the success of any organization (Kalantarkousheh, 2013). Spirituality builds values and culture in the organization; it is the understanding of oneself as spirit/soul. Intelligence is one of the important privileges of the human being distinguishing him from other creatures (Ghabaribanab, 2007). SI is the expression of innate spiritual qualities through attitudes, behaviours and thoughts of the individual (Kalantarkousheh, 2013).

SI is the mind’s capacity to handle substantial and spiritual aspects of life. According to previous studies, SI can be effective in the promotion of different variables. One such variable is an organizational commitment (OC) may have potentially serious effects on an organization’s function and can be a major influence on its effectiveness. SI is the most important concept in the management (Yazdani & Parsa, 2014). Employees, who are loyal to their organizations, they contribute in activities and enjoy collaboration in their organizations. Committed employees give more benefit to their organizations and put additional attention to fulfil their job, connect into extra-role behaviour, and help the organization to function competently. Spiritually intelligent people will be committed to their organizations only when they are satisfied with their jobs.

Therefore, considering the role of the Iranian social security organization (ISSO) as a serving organization with the highest and most sacred with aims of the massive generous society and the high-income retirees, it has led us to examine this paper. Hope that the results will be effective in defining the mission and organizational vision. This study explores the relationship between SI and OC in the staff of ISSO. The hypotheses in this paper are:

The main hypothesis is the semantic relationship between employ’s SI and their emotional OC. And the other hypotheses are:

1. There is a semantic relationship between employ’s spiritual intelligence (SI) and their commitment (EC).
2. There is a semantic relationship between employ’s spiritual intelligence (SI) and their rational commitment (RC).
3. There is a semantic relationship between employ’s SI and their normal commitment (NC).
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