The impact of predicting personality characteristics on emotional intelligence and spiritual intelligence in employees of Central Organization of Islamic Azad University

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Abstract: The objective of this study is to examine the impact of predicting the personality characteristics on spiritual intelligence and emotional intelligence of employees of Central Organization in Islamic Azad University. Population of this research included all 1500 employees working in the Central Organization of Islamic Azad University in the academic year 2015-2016, which 306 of them were selected as sample of study using Morgan table. In this study, simple random sampling method was used. Investigating the normal distribution of variables indicated that while significance level of research variables is less than 0.05, SPSS software recognized the results of the questionnaire normal according to central limit theorem. Therefore, null hypothesis on normal distribution of variables was confirmed. Testing the relationships by using Pearson correlation test shows that significant value of all of the relationships is 0.00 that is less than 0.05. Therefore, null hypothesis (H0) on lack of statistical relationship between the variables is rejected. Test result of regression analysis has been shown for the main hypothesis of this study. The main hypothesis of this study suggests that predicting personality characteristics has impact on emotional intelligence and spiritual intelligence. As shown, significance value for this test is 0.000, so this hypothesis is confirmed at the confidence level of 95%. First sub-hypothesis of research suggests that predicting personality characteristics has impact on spiritual intelligence. As can be seen, significance value for this test was obtained 0.000, so this hypothesis is confirmed at the confidence level of 95%. Second sub-hypothesis of research suggests that predicting personality characteristics has impact on emotional intelligence. As can be seen, significance value for this test was obtained 0.000, so this hypothesis is confirmed at the confidence level of 95%.
Keywords: predicting, personality characteristics, spiritual intelligence, emotional intelligence, employee, Central Organization of Islamic Azad University

INTRODUCTION

Recently, the concept of intelligence is not viewed just as a cognitive ability, but it has been expanded to other areas such as emotional intelligence, natural intelligence, existence intelligence, and spiritual intelligence (Rajai, 2008). In the last two decades, the psychology of religion and studying the conceptual issues have been increasingly attracted the attention of psychologists. Most of studies conducted in the psychology of religion focus on the relationship between religion and spirituality and mental health. In most of these studies, a positive relationship was found between religious beliefs and spirituality and mental health of people (Martinez, 2007). Five traits of personality are neuroticism, extraversion, openness or flexibility, and conscientiousness and acceptance. According to Lawrence Barry (2005) definition, neuroticism is trait of personality in which emotional stability and anxiety are at one end of the continuum and emotional instability and high anxiety are at the other end of the continuum. People with scores high in neuroticism have more irrational emotions and less ability in controlling arousal behaviors and weaknesses in coping with problems, while people with a low score in this trait have emotional stability, and they are calm and comfortable and they are able to cope with stressful situations without confusion and anxiety. Other characteristics of people with high scores in this trait include anxiety, anger, hostility, depression, shyness and vulnerability .Socialization is one of the characteristics of extroverted people and they are distinguished based on public interest, preference of large groups, courage, activity, loquacity, optimism, determination and sensation seeking. Persons with high scores in this trait are curious in both of the inner world and the outer world and their lives are rich in terms of experience. They are seeking diversity, have intellectual

curiosity and independence in the judgment. Other characteristics of this trait include imagination and seeking beauty. Acceptance as extroversion is one dimension of interpersonal tendencies. Such person is an adapted person, altruism, has empathy with others and has desire to help them and he believes that others are mutually helpful. The characteristics of people with high scores in this trait include trust, candor, altruism, cooperation, and humility. The last trait of the five personality traits is conscientiousness. The best description for this trait is the concept of the will .People with high scores in this trait are conscious, purposeful, strong-willed and determined. High scores in conscientiousness are associated with academic and job success. Other characteristics of these people are accuracy, keeping promise, trustiness, conscientiousness, striving for success and being disciplined (Garousi Farshi, 2001). Spiritual intelligence is related to internal life of mind and its relationship to existence in the world. Spiritual intelligence is the ability to deep understanding of spiritual questions and internal insight and it is one of the multiple levels of intelligence. Spiritual intelligence is inner consciousness, deep knowledge of the object, substance, psychology and spirituality. High spiritual intelligence is more related to individual mental ability and interpersonal relationships. It is an attitude of self-knowledge, relationship with the supreme, others, earth and universe creatures. The concept of spiritual intelligence contains a kind of adaptation and problem-solving behavior problem, which includes the highest level of growth in the various cognitive, emotional, ethical, interpersonal areas, helping the person in order to coordinate with his surrounding phenomena and achieve to external to the internal integration (Ghubari, 2007). Emotional intelligence is a kind of emotional processing that contains the correct evaluation of own emotions and others' emotions and properly expression of emotions and adaptively regulation of them so that it leads to improved life (Sulloway, Hesi and Meyer, 2003). Emotional intelligence is the ability to identify and distinguish concepts and meanings of emotions, relationships among them, argue about them, and solving problems based on them and management of emotions (Kiruchi, Forgas, and Meyer, 2001). Emotional intelligence reduces negative effects of job pressures by management of emotions and feelings of employees and facilitating the exchange of positive feelings and makes them resistant against early burnout (Van Komen, 2000). Thus, emotional intelligence can create a dynamic environment, leading to mental health and learning with joy and happiness. It also facilitates desirable social communication with control of emotions (Purzaree, 2007). The results of study conducted by Kazan and Nestasa (2015) showed that high levels of emotional intelligence are associated with low levels of anxiety, stress, burnout and a higher level of life satisfaction. Abedi and Sorkhi in the research entitled the relationship between spiritual intelligence and personality traits (with using 5-factor questionnaire) in the population aged 19-50 years showed that spiritual intelligence has a negative relationship with neuroticism. Positive significant correlation was found between spiritual intelligence and personality factors of extroversion and conscientiousness. Significant relationship was not found between spiritual intelligence and flexibility and agreeableness.

Research hypotheses
Main hypothesis
Predicting the personality characteristics has impact on emotional intelligence.

Sub-hypotheses
Predicting the personality characteristics has impact on spiritual intelligence.
Predicting the personality characteristics has impact on spiritual intelligence and emotional intelligence.

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METHODOLOGY

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Population of this research included all 1500 employees working in the Central Organization of Islamic Azad University in the academic year 2015-2016, which 306 of them were selected as sample of study using Morgan table. The research instrument to collect data needed for this study and to measure the variables, the following tools are used:

Research tool: to collect data required and in order to measure the variables of study, the following tools were used:

NEO Five-factor Personality Inventory
This inventory was developed by McCrae and Costa in 1985 and consists of 60 questions measuring five major personality factors including, extroversion, conscientiousness, adaptability, neuroticism, and openness to experience).

The validity and reliability of this questionnaire have been confirmed by several studies conducted in Iran, including by Garusi Farshi et al (2001), Naderian Jahromi and Amir Hosseini (2007) and Bohrani and Latifian

(2009). In the present study, its content validity was examined and its reliability was obtained 0.82 using Cronbach's alpha coefficient.

Spiritual intelligence

To score this 42-point scale, five options of "strongly agree," "agree," "somewhat," "disagree," "strongly disagree", the values of 5 to 1 were considered, respectively. For Cronbach's alpha and split-half reliability were used to determine the reliability of spiritual intelligence questionnaire that they were obtained 85.0 and 78.0 for whole questionnaire, respectively, indicating that the reliability of the questionnaire is acceptable. As can be seen in Table, spiritual intelligence scale reliability coefficients are between 69.0 and 85.0, indicating acceptable reliability coefficients .In addition, to determine the validity of the present questionnaire, its score was correlated with score of criterion question and it was found that there was a significant positive relationship between them (r = 0.55, P = 0.001) that shows the spiritual intelligence questionnaire has required validity and reliability.

Schutte emotional intelligence scale

Schutte et al (1998) developed this questionnaire based on a Saluvi and Meyer theoretical model of emotional intelligence. This scale has 33 items assessing the three components of emotion expressing and appraisal, emotion regulation, and using emotion. Khosrojavid used factor analysis method to calculate the construct validity and internal correlation of sub-scale emotional intelligence. Cronbach's alpha coefficient of Emotional Intelligence was obtained 0.61. In the next stage, reliability and construct validity of the Schutte emotional intelligence questionnaire were validated in adolescents. The findings showed that Schutte emotional intelligence questionnaire has high validity among adolescents (0.81) (Javid, 2002). Additionally, factor analysis of the scale by using principal component analysis proposes three factors of emotion regulation (0.78), emotion expressing and appraisal (0.6), and using emotion (0.50) (Asgari et al., 2009). Cronbach's alpha of emotional intelligence scale in this study is 0.60.

Data analysis method

Collected data are raw sources that should be analyzed and described with the appropriate tools to transfer their information applied load. In a study of this kind, the most appropriate tool to analyze information and data is statistical analyses. Using statistical analysis, we will find the relationship among different variables and finally we will answer our considered questions (Hassanzadeh, 2003). In this study, after collecting data, we analyzed them using the Excel 2007 and Spss 16 software through descriptive statistics and inferential statistics. In the first part, the collected data were analyzed with the use of descriptive statistics indices. Then, after normal statistical distribution, correlation between independent and dependent variables was examined using SPSS software. Finally, regression analysis was used to examine the causal relationships of hypotheses.

Research findings

Demographic characteristics of respondents

Table 1. Demographic characteristics of respondents

		f	%
Gender	Male	208	68%
	Female	98	32%
Work experience	1-3 years	76	25%
	4-6 years	140	46%
	7-10 years	61	20%
	Over 10 years	29	8%
Education level	Under high school	25	6%
	High school	30	10%
	Associate	74	24%
	Bachelor	91	30%
	Master	76	25%
	PhD	10	3%

The inferential analytical of data

After descriptive analysis of data, inferential analytical of data was performed. In the inferential analysis, hypotheses of study were tested.

Descriptive statistics of research variables

Data description indices are classified into central tendency, dispersion, distribution, and distribution form indices. In this section, the distribution of variables according to the central tendency (mean), dispersion indices (variance and standard deviation) and of the distribution form indices (coefficient of Skewness and kurtosis) were examined.

Table 2.indices of central tendency, dispersion, and distribution from of questions and variables

questions and variables	n statistics	mean statistics	SD statistics	variance statistics	Skewness statistics	Std. Error	kurtosis statistics	Std. Error
Personality characteristics	306	3.6059	.89785	.806	-.502	.139	-.403	.278
Spiritual intelligence	306	3.4007	.94108	.886	-.489	.139	-.376	.278
Emotional intelligence	306	3.4353	.93040	.866	-.447	.139	-.467	.278

The present questionnaire was developed using 5-point Likert and after providing descriptive statistics of questions, mean of questions related to any of the variable was calculated. It is obvious that this new variable is a number between 1 and 5.

Investigating the normal distribution of variables

Before we examine relationships between variables, it is necessary to examine the normality of variables. One way to examine the normal distribution of variables is using the Kolmogorov-Smirnov test. The results of these tests are presented in the table below.
Are developed variables distributed normally?
Null hypothesis is: the research variables are normally distributed.
Hypothesis 1: the research variables are not normally distributed.

Table 3. normal distribution of variables

Component	Kolmogorov Smirnov Test	sig
Personality characteristics	0.000	2.127
Spiritual intelligence	0.000	2.075
Emotional intelligence	0.001	1.981

In this stage, we judge on significance of the relationship between the variables based on level significance. Accordingly, if sig of test is smaller than 0.05, H0 is rejected and there is a significant relationship between the two variables.
Table (4) How to judge the value of the correlation coefficient

Table 4. Judgment on numerical value of correlation coefficient

Value	Judgment
0-0.25	Direct-weak correlation
0.25-0.5	Direct-relatively strong correlation
0.5-0.75	Direct- strong correlation
0.75-1	Direct-very strong correlation
0	No correlation
0- -0.25	Reverse correlation– weak
-0.25- -0.5	reverse correlation– relatively strong
-0.5- -0.75	Reverse-strong correlation
-0.75- -1	Very strong-reverse correlation

Test distribution is Normal

According to this test shows results, while significance level is less than 0.05, SPSS software showed results of this questionnaire normal according to central limit theorem, so the null hypothesis is confirmed.
Testing relationships using Pearson correlation test
The correlation coefficient shows the intensity of the relationship and the type of relationship (direct or reverse). This coefficient is between -1 and 1, and if there is no relationship between the two variables, it will equal to zero. The test based on the following hypotheses examines the relationship between two variables.

H0= there is no significant correlation between two variables
$H_0: \rho = 0$
H1= there is significant correlation between two variables
$H_1: \rho \neq 0$

Table below shows the output of Pearson correlation test

		Personality	Spiritual intelligence	Emotional intelligence
Personality characteristics	Pearson correlation	1	.736(**)	.626(**)
	significance		.000	.000
	n	306	306	306
Spiritual intelligence	Pearson correlation	.736(**)	1	.743(**)
	significance	.000		.000
	n	306	306	306
Emotional intelligence	Pearson correlation	.626(**)	.743(**)	1
	Significance	.000	.000	
	n	306	306	306

According to Table 5, as can be seen, sig of all of the relationships is 0.00 that is less than 0.05, the null hypothesis (H0) is rejected.

Research main hypothesis testing
Result of regression analysis test for the main hypothesis of study is shown in table below:

Table 5. Output of regression analysis test of main hypothesis

Model		Non-standard coefficients		standard coefficients	t	significance
		B	Standard deviation	Standard beta	B	SD
1	(Constant)	.856	.142		6.043	.000
	Personality characteristics	.711	.038	.730	18.644	.000

Dependent variable: spiritual and emotional intelligence

The main hypothesis of this study suggests that predicting personality characteristics has impact on the spiritual and emotional intelligences, and as significant value for this test was obtained 0.000, this hypothesis was approved at the probability level of 95%.

Sub- hypotheses of study
Regression analysis test results for sub- hypotheses of study are shown in the following table:

Table 6. output of regression analysis test for sub-hypotheses of study

Model		Non-standard coefficients		standard coefficients	t	Significance
		B	Standard deviation	Standard beta	B	SD
Spiritual intelligence	(Constant)	.617	.151		4.084	.000
	Personality characteristics	.772	.041	.736	18.983	.000
Emotional intelligence	(Constant)	1.094	.172		6.358	.000
	Personality characteristics	.649	.046	.626	14.014	.000

Sub-hypothesis 1 suggests that predicting personality characteristics has impact on spiritual intelligence, and as significant value according to table above is 0.000 for this test, this hypothesis can be confirmed at the 95% confidence level.
Sub-hypothesis 2 suggests that predicting personality characteristics has impact on emotional intelligence, and as significant value according to table above is 0.000 for this test, this hypothesis can be confirmed at the 95% confidence level.

Hypothesis testing using regression analysis
After determining the measurement models, in order to ensure the presence or absence of causal relationship between the variables of research and investigating the appropriateness of the data with the

conceptual model of research, research hypotheses were tested by using regression analysis. The regression analysis is to investigate or modeling the relationships between variables. Regression is required in almost every area, including engineering, physics, economics, management, biological sciences, and social sciences for estimation and prediction.

Regression analysis is widely used for prediction. Regression analysis also has been used for knowing the relationship between the independent and dependent variables and the form of these relationships. In certain situations, this analysis is used to infer the causal relationships between independent and dependent variables, while it may lead to wrong relationships. Therefore, caution is recommended. . The results of hypotheses testing are shown in the following section.

CONCLUSION

Results of this study are as follows

Investigating the normal distribution of variables indicated that while significance level of research variables is less than 0.05, SPSS software recognized the results of the questionnaire normal according to central limit theorem. Therefore, null hypothesis of normal distribution of variables was confirmed. Testing the relationships by using Pearson correlation test shows that significant value of all of the relations is 0.00 that is less than 0.05. Therefore, null hypothesis (H0) on lack of statistical relationship between the variables is rejected. Test result of regression analysis has been shown for the main hypothesis of this study. The main hypothesis of this study suggests that predicting personality characteristics has impact on emotional intelligence and spiritual intelligence. As shown, significance value for this test is 0.000, so this hypothesis is confirmed at the confidence level of 95%. First sub-hypothesis of research suggests that predicting personality characteristics has impact on spiritual intelligence. As can be seen, significance value for this test was obtained 0.000, so this hypothesis is confirmed at the confidence level of 95%. Second sub-hypothesis of research suggests that predicting personality characteristics has impact on emotional intelligence. As can be seen, significance value for this test was obtained 0.000, so this hypothesis is confirmed at the confidence level of 95%.

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