

Effect of Spirituality at Workplace on Moral Intelligence and Creativity of Employees (Case Study: Office of the General Governor of Ardebil)

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Abstract: The study aims to evaluate the effect of spirituality in the workplace on moral intelligence and creativity of employees (Case study: office for General Governor of Ardebil). This is an applied and descriptive-correlational study and the data is collected through a survey. The statistical population consists of 200 employees of Genral Governor of Ardebil. Morgan Table was used to determine sample size and statistical sample size was 127 people who were randomly selected. To collect the required data, moral intelligence questionnaire by Milliman in 2003, job creativity by Dorabjee *et al.*, in 1998 and spirituality in the workplace questionnaire by Milliman in 2003, have been used. SPSS was used for data analysis and Pearson correlation coefficient and regression were used to analyze the hypotheses. The results indicate that spirituality in the workplace and its components (meaningful work, solidarity and alignment with values) has a significant effect on moral intelligence and creativity of staff of the governor of Ardebil.

Keywords: Spirituality in the workplace, moral intelligence, creativity, office for Governor of Ardebil

INTRODUCTION

Governor of Ardebil is considered as the largest administrative organization of Ardebil Province. Changes in recent decades and the increasing competition, complexity, dynamics and uncertainty about the environmental conditions have caused the large organizations such as the Governor office no to be able to compete with small organizations which have a high flexibility, speed and innovation. Therefore in such conditions, the survival of large organizations depends on a fundamental development that grow creative and entrepreneurial people in the country more and change the traditional culture to an entrepreneurial culture, so, in the present era organizations and institutes responsible for development should bring together eligible managers for planning, innovation, creativity etc. and with its development, improve the organization development [1].

One of the variables affecting the creativity of employees in the organization, is spirituality in the workplace. Spirituality at work is an experience of communication and mutual trust among those who participate in the work process, created by optimism and goodwill, leading to the creation of a motivational organizational culture and increased overall performance and eventually is associated with sustainable organizational excellence [3]. Today, the spirituality is considered by thinkers of human societies more than past for two reasons. First, in terms of the inhibitory role of injury and norm-breakings and then in terms of the motivating role of people in benefiting and serving the society more. Many spirituality-based

organizations emphasized on honesty and trust since the establishment as a basis for their work and these elements can be clearly observed in the majority of their business transactions. When the economy is in recession and the organization cannot perform their duties well, the trust between employees and management will play an important role in organizational performance. Trust can contribute to increase organizational performance by accelerating the decision-making process and improving the communication among managers and employees, improved focus on customer and creativity [2].

In management studies, it is believed that the concept of spirituality in the workplace is a solution for reducing organizational dysfunctions such as self-alienation, stress and too much compromise and depersonalization for employees and enhancing organizational health. Spirituality in the workplace involves trying to search and find the ultimate goal in a person for the work, to establish a strong relationship between the person and his co-workers and others who are involved in a work in some way as well as the consistency or unity among basic beliefs of a person with his corporate values [4].

Another variable that can be influenced by spirituality in the workplace, is ethical intelligence. Moral intelligence in the organization is considered as an individual culture by which worthwhile values are induced to people to continuously behave according to these values [5].

Moral intelligence includes ethical behavior, and a capacity for moral states. The moral behavior can have a significant role in the success of companies. Considering moral intelligence, managers can compete with their competitors, and improve their business situation. To develop moral intelligence in people and workplace, points should be taught about leadership that by understanding these points, the condition can be provided for the development of moral intelligence of supervisors and managers, or the organization. Moral intelligence helps people to continue moving in life as a positioning system in car. Using it, people have a powerful machine and also act as a strong driver. The organization like a car, needs a Global Positioning System to move properly in the way of development which managers and leaders with moral intelligence can track the way to reach the organization to highs [6].

The concept of moral intelligence proposed in recent decades, includes a kind of adaptation and problem-solving behavior that includes the highest growth levels in different cognitive, moral, emotional, interpersonal, domains etc. and helps the person to be consistent with the surrounding phenomena and achieving external and internal integration [7].

BACKGROUND

Mooghali and Maleki [8] studied the relationship between organizational culture and organizational creativity in state-owned organizations. The results of this study are summarized as follows. There is a significant relationship between organizational culture and creativity. A positive correlation exists between rational culture and organizational creativity. A negative correlation exists between hierarchical culture and organizational creativity. A positive correlation exists between participative culture and organizational creativity.

Koushaki *et al.*, [9] in a study “the mediating role of organizational spirituality in relation between

psychological empowerment and entrepreneurial behavior (case study: Mamoot Co.) concluded that there is a significant positive relationship among the three variables in this study.

Yazdani *et al.*, [10] in a study entitled “the mediating role of spirituality in relation between organizational justice and spiritual consequences”, concluded that among the dimensions of justice, interactional justice has the highest effect on spirituality and spirituality has a significant positive effect on job satisfaction, organizational commitment and organizational citizenship behavior. The results also showed that distributive justice, is procedural and the first dimension of spirituality (unity at work) is inappropriate.

Yazdani *et al.*, [11] in a study entitled “the modulatory effect of organizational commitment on the relationship between employees' perceptions of workplace spirituality and spiritual intelligence in Isfahan steel plant” concluded that there is a significant positive relation between employees' perceptions of workplace spirituality and spiritual intelligence ($P = 0.01$). The modulatory effect of organizational commitment on this relation was confirmed.

McKee and Driscoll [12] in a study on spirituality in the workplace and transformational leadership, concluded that transformational leadership affects the spiritual and mental happiness of employees through spirituality in the workplace. Chand & Koul [13] concluded that there is a negative relation between spirituality at workplace and job stress.

Hinnels [14] in a study entitled “an attempt to foster sensitivity to oneself, others, non-human beings (superior force) and God or an exploration for what is required to be a human, and a search to reach the perfect humanity”. ????

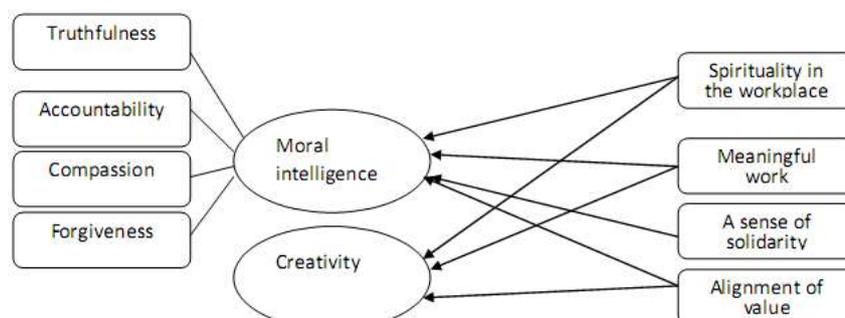


Fig-1: Conceptual model

Source: Beheshtifar and Rafeie 2012, and Milliman 2003

METHODS

This is an applied and descriptive – correlational study. The population consisted of 200 employees of office for governor of Ardebil. Sampling method is simple random sampling. The sample size is 127 according to Morgan Table.

In this study, three researcher-made questionnaires were used to collect data. The first questionnaire is related to job creativity in the organization, the second one is related to moral intelligence, and the third one is related to spirituality at workplace. Cronbach's alpha was used to assess the reliability of measurement tools. In job creativity questionnaire, Cronbach's alpha was 0.83, Cronbach's alpha of moral intelligence was 0.81 and the Cronbach's alpha for spirituality in the workplace was 0.79. Because the values are larger than 0.7, then the questionnaires has enough validity. The present study

was prepared and designed as content and face validity by the supervisor and the counselor and in cooperation with a number of specialists. The statistical methods include Pearson correlation coefficient and regression.

FINDINGS

First hypothesis

H0: Spirituality in the workplace doesn't affect the employees' moral intelligence.

H1: Spirituality in the workplace has an effect on employees' moral intelligence.

Since one of the preconditions of regression coefficient, is the significance of Pearson correlation coefficient, the Pearson correlation coefficient for the relation between two variables is extracted.

Table 1: Results of Pearson correlation coefficient to determine correlational relationship

	Statistics	Moral intelligence
Spirituality at workplace	Pearson correlation coefficient	** 0.686
	Significance level	0.001
	Number of samples	127

** Test significance at significant level 0.01

According to the results presented in Table 1 and given that the significant level of error confidence level 0.95 is less than 0.05, there is a significant

positive correlation between the spirituality in the workplace and moral intelligence. The correlation coefficient between the two variables equals to 0.68.

Table 2: Summary of regression model

Correlation coefficient	Coefficient of determination	Adjusted coefficient of determination	Durbin Watson
0.686	0.470	0.466	1.703

According to Table 2 the correlation coefficient between spirituality in the workplace and moral intelligence equals to 0.78 and the coefficient of determination is 0.47. If the Durbin - Watson statistics

is in the acceptable range of 1.5 to 2.5, lack of correlation among errors is accepted. Given that the Durbin-Watson statistics is 1.70, so the lack of correlation among errors is accepted.

Table 3: Results of one-way ANOVA

	Sum of squares	DoF	Mean Square	F	Significance level
Regression	17807.068	1	17807.068	111.057	0.001
Difference	20042.664	125	160.341		
Total	37849.732	126			

According to Table 3 and given the significant level of error of f test at confidence level 0.95 is less than 0.05, so the use of linear regression models is

permitted or in other words, the independent variable can predict the dependent variable.

Table 4: Results of univariate regression coefficient

Predictor variable	Non-standardized coefficients		Standardized coefficients	T	P
	B	SE	BETA		
Constant value	24.156	10.721		2.253	0.026
Spirituality at workplace	0.806	0.077	0.686	10.538	0.001

According to Table 4 and given the significant level of test error is less than 0.05, so H0 is rejected and H1 is confirmed and spirituality in the workplace has an effect on staff moral intelligence. Beta coefficient indicates that spirituality in the workplace predicts 0.68 of changes in moral intelligence.

Hypothesis 1-1:

H0: Meaningful work has no effect on staff moral intelligence.

H1: Meaningful work affects the staff moral intelligence.

Since one of the preconditions of regression coefficient is the significance of Pearson correlation coefficient, the Pearson correlation coefficient for the relation between two variables is extracted.

According to Table 5 and given that a significant level of test error at confidence level 0.95 is less than 0.05, so there is a significant positive correlation between meaningful work and moral intelligence. The correlation coefficient between the two variables equals to 0.47.

Table 5: Results of Pearson correlation coefficient to determine the correlational relationship

Meaningful work	Statistics	Moral intelligence
	Pearson correlation coefficient	** 0.478
	Significance level	0.001
	Number of samples	127

** Test significance at significant level 0.01

Table 6: Summary of regression model

Correlation coefficient	Coefficient of determination	Adjusted coefficient of determination	Durbin Watson
0.478	0.228	0.222	1.936

According to Table 6 correlation coefficient between meaningful work and moral intelligence equals to 0.47 and the coefficient of determination is 0.22. If the Durbin - Watson statistics is placed in the

acceptable range 1.5 to 2.5, lack of correlation among errors is accepted. Given that the Durbin-Watson statistic is 1.93, so the lack of correlation among errors is accepted.

Table 7: Results of ANOVA

	Sum of squares	Degrees of freedom	Mean Square	F	Significance level
Regression	8645.321	1	8645.321	37.003	.000
Difference	29204.411	125	233.635		
Total	37849.732	126			

According to Table 7 and given that the significant level of f-test error for confidence level 0.95 is less than 0.05, so the use of linear regression models

is permitted or in other words, the independent variable can predict the dependent variable.

Table 8: Results of univariate regression coefficient

Predictor variable	Non-standardized coefficients		Standardized coefficients	T	P
	B	SE	BETA		
Constant value	85.030	8.571		9.290	0.001
Meaningful work	1.141	0.188	0.478	6.0083	0.001

According to Table 8 and given that the significant level of test error is less than 0.05, so H0 is rejected and H1 of hypothesis 1-1 is confirmed and meaningful work has an effect on staff moral intelligence. Beta coefficient indicates that meaningful work predicts 0.47 of changes in moral intelligence.

Hypothesis 1-2:

H0: A sense of solidarity has no effect on staff moral intelligence.

H1: A sense of solidarity has an effect on staff moral intelligence.

Since one of the preconditions of using regression coefficient is the significance of Pearson correlation

coefficient, the Pearson correlation coefficient for the relation between two variables is extracted.

Table 9: Results of Pearson correlation coefficient to determine correlational relation

	Statistics	Moral intelligence
A sense of solidarity	Pearson correlation coefficient	** 0.505
	Significance level	0.001
	Number of samples	127

** Test significance at significant level 0.01

According to Table 9 and given that a significant level of test error at confidence level 0.95 is less than 0.05, so there is a significant positive

correlation between a sense of solidarity and moral intelligence. The correlation coefficient between the two variables equals to 0.50.

Table 10: Summary of regression model

Correlation coefficient	Coefficient of determination	Adjusted coefficient of determination	Durbin Watson
0.505	0.255	0.249	1.805

According to Table 10 correlation coefficient between a sense of solidarity and moral intelligence equals to 0.50 and the coefficient of determination is 0.25. If the Durbin - Watson statistics is placed in the

acceptable range 1.5 to 2.5, lack of correlation among errors is accepted. Given that the Durbin-Watson statistics is 1.80, so the lack of correlation among errors is accepted.

Table 11: Results of ANOVA

	Sum of squares	Degrees of freedom	Mean Square	F	Significance level
Regression	9657.138	1	9657.138	42.818	0.001
Difference	28192.594	125	225.541		
Total	37849.732	126			

According to Table 11 and given that the significant level of f-test error for confidence level 0.95 is less than 0.05, so the use of linear regression models

is permitted or in other words, the independent variable can predict the dependent variable.

Table 12: Results of univariate regression coefficient

Predictor variable	Non-standardized coefficients		Standardized coefficients	T	P
	B	SE	BETA		
Constant value	68.034	10.549		6.449	0.001
A sense of solidarity	1.543	0.236	0.505	6.544	0.001

According to Table 12 and given the significant level of test error is less than 0.05, so H0 is rejected and H1 is confirmed and a sense of solidarity has an effect on staff moral intelligence. Beta coefficient indicates that a sense of solidarity predicts 0.50 of changes in moral intelligence.

H1: Alignment of values has an effect on staff moral intelligence.

Since one of the preconditions of using regression coefficient is significance of Pearson correlation coefficient, the Pearson correlation coefficient for the relation between two variables is extracted.

Hypothesis 1-3:

H0: Alignment of values has no effect on staff moral intelligence.

Table 13: Results of Pearson correlation coefficient to determine correlational relationship

	Statistics	Moral intelligence
Alignment of values	Pearson correlation coefficient	** 0.768
	Significance level	0.001
	Number of samples	127

** Test significance at significant level 0.01

According to Table 13 and given that a significant level of test error at confidence level 0.95 is less than 0.05, so there is a significant positive

correlation between alignment of values and moral intelligence. The correlation coefficient between the two variables equals to 0.76.

Table 14: Summary of regression model

Correlation coefficient	Coefficient of determination	Adjusted coefficient of determination	Durbin Watson
0.768	0.590	0.587	1.816

According to Table 14 correlation coefficient between alignment of values and moral intelligence equals to 0.78 and the coefficient of determination is 0.47. If the Durbin - Watson statistics is placed in the

acceptable range 1.5 to 2.5, lack of correlation among errors is accepted. Given that the Durbin-Watson statistic is 1.70, so the lack of correlation among errors is accepted.

Table 15: Results of one-way ANOVA

	Sum of squares	Degrees of freedom	Mean Square	F	Significance level
Regression	22329.091	1	22329.091	179.834	.000
Difference	15520.641	125	124.165		
Total	37849.732	126			

According to Table 15 and given that the significant level of f-test error for confidence level 0.95 is less than 0.05, so the use of linear regression models

is permitted or in other words, the independent variable can predict the dependent variable.

Table 16: Results of univariate regression coefficient

Predictor variable	Non-standardized coefficients		Standardized coefficients	T	P
	B	SE	BETA		
Constant value	1.581	10.110		.156	.876
Alignment of values	2.707	.202	.768	13.410	.000

According to Table 16 and given the significant level of test error is less than 0.05, so H0 is rejected and H1 is confirmed and alignment of values has an effect on staff moral intelligence. Beta coefficient indicates that alignment of values predicts 0.76 of changes in moral intelligence.

Second hypothesis:

H0: Spirituality in the workplace has no effect on staff creativity.

H1: Spirituality in the workplace has an effect on staff creativity.

Since one of the preconditions of regression coefficient is the significance of Pearson correlation coefficient, the Pearson correlation coefficient for the relation between two variables is extracted.

Table 17: Results of Pearson correlation coefficient to determine correlational relationship

	Statistics	Creativity
Spirituality at workplace	Pearson correlation coefficient	** 0.643
	Significance level	0.001
	Number of samples	127

** Test significance at significant level 0.01

According to Table 17 and given that a significant level of test error at confidence level 0.95 is less than 0.05, so there is a significant positive

correlation between spirituality at workplace and moral intelligence. The correlation coefficient between the two variables equals to 0.64.

Table 18: Summary of regression model

Correlation coefficient	Coefficient of determination	Adjusted coefficient of determination	Durbin Watson
0.643	0.414	0.409	1.68

According to Table 18 correlation coefficient between spirituality at workplace and moral intelligence equals to 0.64 and the coefficient of determination is 0.41. If the Durbin - Watson statistics is placed in the

acceptable range 1.5 to 2.5, lack of correlation among errors is accepted. Given that the Durbin-Watson statistic is 1.68, so the lack of correlation among errors is accepted.

Table 19: Results of ANOVA

	Sum of squares	Degrees of freedom	Mean Square	F	Significance level
Regression	3044.133	1	3044.133	88.290	0.001
Difference	4309.836	125	34.479		
Total	7353.969	126			

According to Table 19 and given that the significant level of f-test error for confidence level 0.95 is less than 0.05, so the use of linear regression models

is permitted or in other words, the independent variable can predict the dependent variable.

Table 20: Results of univariate regression coefficient

Predictor variable	Non-standardized coefficients		Standardized coefficients	T	P
	B	SE	BETA		
Constant value	2.529	4.971		0.509	0.612
Spirituality at workplace	0.333	0.035	0.643	0.396	0.001

According to Table 20 and given that the significant level of test error is less than 0.05, so H0 is rejected and H1 is confirmed and spirituality in the workplace has an effect on staff moral intelligence. Beta coefficient indicates that spirituality in the workplace predicts 0.64 of changes in moral intelligence.

Hypothesis 2-1:
H0: work with a sense of creativity effect.
H1: work is meaningful effect on creativity.

Since one of the preconditions of regression coefficient is the significance of Pearson correlation coefficient, the Pearson correlation coefficient for the relation between two variables is extracted.

Table 21: Results of Pearson correlation coefficient to determine correlational relation

	Statistics	Creativity
Meaningful work	Pearson correlation coefficient	** 0.726
	Significance level	0.001
	Number of samples	127

** Test significance at significant level 0.01

According to Table 21 and given that a significant level of test error at confidence level 0.95 is less than 0.05, so there is a significant positive

correlation between meaningful work and moral intelligence. The correlation coefficient between the two variables equals to 0.72.

Table 22: Summary of regression model

Correlation coefficient	Coefficient of determination	Adjusted coefficient of determination	Durbin Watson
0.726	0.528	0.524	2.10

According to Table 22 correlation coefficient between meaningful work and moral intelligence equals to 0.72 and the coefficient of determination is 0.52. If the Durbin - Watson statistics is placed in the

acceptable range 1.5 to 2.5, lack of correlation among errors is accepted. Given that the Durbin-Watson statistic is 2.10, so the lack of correlation among errors is accepted.

Table 23: Results of ANOVA

	Sum of squares	Degrees of freedom	Mean Square	F	Significance level
Regression	3881.094	1	3881.094	139.693	.000
Difference	3472.874	125	27.783		
Total	7353.969	126			

According to Table 23 and given that the significant level of f-test error for confidence level 0.95 is less than 0.05, so the use of linear regression models

is permitted or in other words, the independent variable can predict the dependent variable.

Table 24: Results of univariate regression coefficient

Predictor variable	Non-standardized coefficients		Standardized coefficients	T	P
	B	SE	BETA		
Constant value	14.490	2.956		4.903	.000
Meaningful work	.764	.065	.726	11.819	.000

According to Table 24 and given the significant level of test error is less than 0.05, so H0 is rejected and H1 is confirmed and meaningful work has an effect on staff moral intelligence. Beta coefficient indicates that meaningful work predicts 0.72 of changes in moral intelligence.

H0: A sense of solidarity has no effect on staff creativity.

H1: A sense of solidarity has an effect on staff creativity.

Since one of the preconditions of regression coefficient is the significance of Pearson correlation coefficient, the Pearson correlation coefficient for the relation between two variables is extracted.

Hypothesis 2-2:

Table 25: Results of Pearson correlation coefficient to determine the correlational relationship

	Statistics	Creativity
A sense of solidarity	Pearson	**0.726
	Significance level	0.001
	Number of samples	127

** Test significance at significant level 0.01

According to Table 25 and given that a significant level of test error at confidence level 0.95 is less than 0.05, so there is a significant positive

correlation between a sense of solidarity and moral intelligence. The correlation coefficient between the two variables equals to 0.72.

Table 26: Summary of regression model

Correlation coefficient	Coefficient of determination	Adjusted coefficient of determination	Durbin Watson
0.631	0.399	0.394	1.93

According to Table 26 correlation coefficient between a sense of solidarity and moral intelligence equals to 0.63 and the coefficient of determination is 0.39. If the Durbin - Watson statistics is placed in the

acceptable range 1.5 to 2.5, lack of correlation among errors is accepted. Given that the Durbin-Watson statistic is 1.93, so the lack of correlation among errors is accepted.

Table 27: Results of ANOVA

	Sum of squares	Degrees of freedom	Mean Square	F	Significance level
Regression	2932.528	1	2932.528	82.906	.000
Difference	4421.441	125	35.372		
Total	7353.969	126			

According to Table 27 and given that the significant level of f-test error for confidence level 0.95 is less than 0.05, so the use of linear regression models

is permitted or in other words, the independent variable can predict the dependent variable.

Table 28: Results of univariate regression coefficient

Predictor variable	Non-standardized coefficients		Standardized coefficients	T	P
	B	SE	BETA		
Constant value	11.249	4.178		2.693	0.008
A sense of solidarity	0.850	0.093	0.631	9.105	0.001

According to Table 28 and given the significant level of test error is less than 0.05, so H0 is rejected and H1 is confirmed and a sense of solidarity has an effect on staff moral intelligence. Beta coefficient indicates that spirituality in the workplace predicts 0.63 of changes in moral intelligence.

H0: Alignment of values have no effect on staff creativity.

H1: Alignment of values has an effect on staff creativity.

Since one of the preconditions of regression coefficient is the significance of Pearson correlation coefficient, the Pearson correlation coefficient for the relation between two variables is extracted.

Hypothesis 2-3:

Table 29: Results of Pearson correlation coefficient to determine correlational relationship

	Statistics	Creativity
Alignment of values	Pearson	0.128
	Significance level	0.152
	Number of samples	127

** Test significance at significant level 0.01

According to Table 29 and given that a significant level of test error at confidence level 0.95 is less than 0.05, so there is a significant positive

correlation between Alignment of values and moral intelligence.

Table 30: Summary of regression model

Correlation coefficient	Coefficient of determination	Adjusted coefficient of determination	Durbin Watson
0.128	0.016	0.008	1.308

According to Table 30 correlation coefficient between alignment of values and moral intelligence equals to 0.12 and the coefficient of determination is 0.01. If the Durbin - Watson statistics is placed in the

acceptable range 1.5 to 2.5, lack of correlation among errors is accepted. Given that the Durbin-Watson statistic is 1.30, so the lack of correlation among errors is accepted.

Table 31: Results of ANOVA

	Sum of squares	Degrees of freedom	Mean Square	F	Significance level
Regression	120.007	1	120.007	2.074	.152
Difference	7233.961	125	57.872		
Total	7353.969	126			

According to Table 31 and given that the significant level of f-test error for confidence level 0.95 is more than 0.05, so the use of linear regression models

is not permitted or in other words, the independent variable cannot predict the dependent variable.

Table 32: Results of univariate regression coefficient

Predictor variable	Non-standardized coefficients		Standardized coefficients	T	P
	B	SE	BETA		
Constant value	39.092	6.902		5.664	.000
Alignment of values	.198	.138	.128	1.440	.152

According to Table 32 and given the significant level of test error is less than 0.05, so H0 is confirmed and H1 is rejected and alignment of values has no effect on staff moral intelligence.

CONCLUSIONS

The results of the study indicate that spirituality at workplace and its components (meaningful work, solidarity and alignment with values) have significant effect on moral intelligence and staff creativity in the office of governor of Ardebil.

The results of the study is very similar to the results of previous investigations, however, according to novelty of the investigation and the fact that similar research has been done, it is not possible to compare it with the previous studies. However, the results of similar studies are summarized.

Mooghali and Maleki [8] concluded that there is a significant relationship between organizational culture and creativity. A positive correlation exists between rational culture and organizational creativity. A negative correlation exists between hierarchical culture and organizational creativity. A positive correlation exists between participative culture and organizational creativity.

Koushaki *et al.*, [9] concluded that there is a significant positive correlation among the three variables evaluated in this study.

Yazdani *et al.*, [10] concluded that among the aspects of justice, interactional justice has the most effect on spirituality and spirituality has a positive significant effect on job satisfaction, organizational commitment and organizational citizenship behavior. The results showed that distributive and procedural justice as well as the first dimension of spirituality (unity at work) are inappropriate.

McKee and Driscoll [12] concluded that transformational leadership through spirituality has an effect on spiritual and mental happiness of employees.

Chand and Koul [13] concluded that there is a negative relation between spirituality at workplace and job stress. Hinnells [14] in a study entitled "an attempt to increase sensitivity to oneself, others, non-human beings (superior force) and God or exploration of what is required, and a search for the perfect humanity.

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