The survey of the relation between spirituals intelligence with quality work life and professional morality of school administrators in Baghmalek

Mojahed Ahmadzadeh
Department of Educational Administration, Khuzestan Science and Research Branch, Islamic Azad University, Ahvaz, Iran
mojahed.ahmadzadeh@chmail.ir

Sakineh Shaahi*
Department of Educational Administration, Khuzestan Science and Research Branch, Islamic Azad University, Ahvaz, Iran

Abstract
The purpose of current research is to survey the relationship between spiritual intelligence with quality work life and professional morality of administrators in the Schools of Baghmalek. The method of research is descriptive – correlative and the population with 223 people includes all school administrators of three periods of study of study of Baghmalek in 94-95 educational year. The volume of statistical sample of 150 people which were chosen by using a stratified random sampling adequate to the population of male and female administrators was calculated according to kerjis and Morgan table. In this research were used from three standardized questionnaires of King’s spiritual intelligence, Waltoon’s quality work life and Kadozir’s professional morality. At fairly high the validity of questionnaire by experts the reliability of questionnaire by the manufacturer have been determined. Descriptive and inferential statistical analysis was performed and the level of statistical indicators of descriptive statistics such as frequency, percentage, mean and standard deviation of inferential statistical methods such as correlation and independent groups of T_test was used. The results showed that the observed R at the level of p≤0.05 showed that there is a positive and meaningful correlation between spiritual intelligence with quality work life and spiritual intelligence with professional morality of administrators in Baghmalek schools at result, hypotheses of (1, 2) research were confirmed.

Keywords: spiritual intelligence, quality work life, professional morality, administrators of schools.
Introduction

In modern world, individuals who are smarter and wiser are more useful and more effective to society and themselves. Intelligence is a general matter and is not restricted to cognitive intelligence or general intelligence, also it has various aspects and types. Managers should have use from different types of intelligence in top level to present their best performance. Of the highlighted intelligence is spiritual intelligence. Spiritual intelligence is a natural talent that everybody has and if manager of an organization take benefit of it, therefore job satisfaction by employees would be increased. On the other side concept of job life quality is associated with a philosophy in organizations that is going to improve employees’ dignity and then creates changes in organizational culture and increase employees’ mental and physical welfare. In some organizations, job life quality planning aims to improvement in ability of employees in presenting solutions and effectively develop organization commitment and satisfaction (Negambi, 2010). In regard to modern era which titled as leadership and management era, organizations and institutes success depends on efficiency and effectiveness of management (Mirkamali, 1378), thus, the most important basis in organization decision making is its managers and their talent, abilities and capabilities have significant influence on organization success (Rolley, 1997, p29). Of the most important equipment they should have is high intelligence. Because all employees of an organization regardless of their positions are ready to apply their intelligence to confront events and to adapt themselves with current situation. According to Emonz(2000), spiritual intelligence defined as: adaptive application of spiritual information through resolution of life daily problems and goal achievement process. Based on Emonz belief, spiritual intelligence could be attributed through five main factors: excellence capacity, ability to enter spiritual situations and consciousness, gracing activities, events and daily life relationships via sense of sanctity, ability to use spiritual resources through resolution of life problems and conflict capacity in virtue behavior. Actions related to optimizing job life quality include welfare facilities provide, incentive plans, job security (richness and job development), importance of the role and employee position in organization (Toosi, 1388).Caskiu and Vyan (2009) believed that job life quality can be considered in two aspects, one is that job life quality defined as series of objective and real conditions in organizations such as strategies or inside promotion, tolerantly leadership, employee participation and actions and safe and desired situations of job. The second is supposed as employee attitudes in case of security, growth and development power as an equal human. Job life quality is described as perception of employee from physical and mental health in job environment and contains of eight factors(Caskiu, 1995, p17-25): 1- fair and sufficient payment: means equality in payment and work and payment proportion with social values and employee values and its proportion with other types of work. 2- Healthy and safe job environment: means, providing physical safe environment and assignment of fair work hours. 3- Providing improvement opportunity and securing income and job.4- Tendency to law in organization: speech freedom situation for employees without fear of high level positions’ revenge and domination of law in comparison with domination of man. 5- Job life social dependency: mentions to employee perception from social responsibility of organization. 6-General conditions of living: establishing balance among job life and other parts of employees life include free times, education level and family life. 8- Human ability development: providing opportunities such as using independency and self-
control in job, using different skills, accessibility to appropriate information associated with job and planning for employees.

Individuals with morality are people who know their feelings as well and guide them and understand others feelings and deal effectively with them, attend to morality in each part of their life and consider professional behavior in job life. They progress in their emotional relationships and understand organizational regulations and strategies and develop in their private life and social performance. Individuals with improved moral skills are efficient and satisfied in their life and have intellectual habits that lead to be productive. When spiritual intelligence and moral grow simultaneously, positive consequences influence on individual personality and nature (Golman, 1382). Ethics is the most important variable in organization success. Although there is no comprehensive view in success and its definition by human, but behave similar in finding success. Researches by Osvald(2004), Vanlvin and Casooler(2010), Alkinz and Kavendsh(2011) and Prodio Awareness Institute indicated that there is a significant correlation among spiritual intelligence and personal competence and mind health which lead to morality tendencies. Their studies showed that spiritual intelligence improve ethics development. Ethics accounted as one of the major branches of morality science and include noetic domain with various tendencies. Morality knowledge does not developed in other sciences like jurisprudence and after 1979 revolution, this knowledge was not involved in traditional discourse modernity as well as mobility in jurisprudence. Moral science which has not been developed especially in ethics, appears in both domain of education and training. Adaptive analysis of dignity and nature of ethics education in industrial countries of developing world indicates large distance between current situation and favorable situation of ethics education in our society. Of the important matters which is extensively noteworthy in organizations is morality and spirituality. Complication of different environment in current era, enforces organization to have various responses, attitudes and approaches. As considering organizations, in regard to urgent need to reliability to act in world organizations, necessity of spirituality and spiritual intelligence development is increased. Ethics sovereignty in organization can lead organization to reduce tensions and to fulfill their goals significantly. Nowadays, ethics accounted as competitive advantage in organization for managers (Salehi, et al, 1389). A research examined by Extermer and Fernandez Boorkal(2012) titled about effectiveness of spiritual intelligence on life changes among athlete students in Spain. Results indicate that each parameters of spiritual intelligence has significant effect on athlete student satisfaction. Students who had higher spiritual intelligence, were satisfied more in their life and took benefit of cohesion ethnicity. Results of a study conducted by Austin(2012) titled as relationship between spiritual intelligence and personality among Canadian and Scottish groups, indicate that spiritual intelligence is associated with personality social network and lead to cohesion of personality and individual success in social relationships. This will make person to care more about his health and tend to act for his health instead of using alcohol or cigarettes. One of the behaviors observed among them is that they use coherent identity and morality. Practitioners attend ethics significantly. Matsado et al (2010) analyze spiritual intelligence effect on elderly health. In this study 378 of elderly have used as sample. Results indicate that majority of samples have good health and excellent spiritual intelligence. Also, findings demonstrated that spiritual intelligence associated with public health positively and indicated that samples with higher spiritual intelligence have more tendency to have higher public health. The main predictive factor of health is life managing ability along

http://www.ijhcs.com/index.php/ijhcs/index
with sanctity based on spiritual believes of person. In a research titled as job life quality and improvement production process, Glossor(2007) indicates that spirituality in leadership, long time outlook of managers to the organization future and according of employee energies with long time goals of organization are the most important factors in job life quality and function and production process improvement. Through this, applying competent individuals lead to increase production, because competent individuals have their special creativities. In an research titled as job life quality among south African employees by Morkjeli(2005), the most focus was on improvement of job life quality and giving responsibilities according to individuals competence and skills which have most influence on organizational performance and having a spiritual leadership in organization will lead to job life quality improvement. Researches indicate that there is correlation between spirituality and life goals, health and life satisfaction(George et al, 2000, Cost et al, 1991, Wich Wheel, 1992). In study titled as leadership empowerment behavior relationship with attitudes and employee ethics, Dwitnik and Van Amiged(2013)analyzes relationships between leadership empowerment behavior, employee psychotherapy and employee ethics and attitudes. Results indicate that psychological empowerment is an appropriate structure to state effect of leadership empowerment behavior with employee effective ethics. Other results of this research showed direct relationship of leadership empowerment behavior and job satisfaction and effective commitment. Studies focus on employee ethics in their loyalty and honesty to organization and also indicate that ethics is a key variable among job environment features and performance aims. Results of a research titled as “leader ethics effects on manager job satisfaction, commitment, behavioral results and company performance in united states hotels” by Kim and Breemer(2012) indicate: sample behavior of managers lead to effective organizational commitment of middle managers(means having excellency for organization, concern about organization future, mutual similar values in organization and ..). Middle managers job satisfaction is in associated with organizational commitment positively, but job satisfaction would not necessarily lead to their tendencies through extra attempts. Both job satisfaction and leadership role are applied as direct predictors of effective organizational commitment of middle managers. Significantly these findings proved that hotel middle managers who experienced high job satisfaction and organizational commitment with concern for their organization, rarely leave their job. Tendency to low capital return of middle managers- that lead to excellent management exploitation- has reverse relationship with strong operational performance of hotels. Furthermore, positive relationship has been proved between extra attempts of middle leaders and competitive performance of hotels. Yang and Chu(2009) indicate an adjusted relationship between organizational-citizenship behaviors and organizational justice perception by analysis of ethics relationship with organizational justice and organizational citizen behaviors among primary school teachers. In a study examined by Najafi Abiane and Askarian (1391) titled as spiritual intelligence relationship and organizational commitment and ethics in teachers of governmental high school in Tehran, results indicate that there is a significant relationship among spiritual intelligence parameters which is examined by correlation test. Besides 89 percent of teachers have high spiritual intelligence. There was a significant and optimistic correlation between spiritual intelligence with high organizational commitment. Croscal and Eliss test results indicated that there is a significant relationship between age and spiritual intelligence. Also, Freedman test results showed that teachers have better situation in some parameters such as goodness, totality,
generality and emotional commitment. Golchin and Sanjari (1391) did a research aims to analyze relationship between spiritual intelligence and self-efficiency. Self-efficiency belief is an important factor in human competence making system. Results indicated that rate of correlation between two variables of spiritual and self-efficiency is 0.80 and there is a positive relationship between spiritual intelligence and self-efficiency. Among aspects of spiritual intelligence, transcendental consciousness has maximum correlation with self-efficiency with rate of 0.78. Results found from another research indicated that spiritual intelligence and self-efficiency is trainable and organizations can play an important role in improvement of spiritual intelligence and self-efficiency of employees. A study by Zare, Pedram and Shirvanian(1391) which aims to measure the relationship between personality features and spiritual intelligence in group of students in Isfahan university. Results indicated that among five factors, neuroticism and spiritual intelligence have negative correlation, also extroversion, agreeableness and conscientiousness have positive multi correlation with spiritual intelligence. Of the five major factors, extroversion, agreeableness and the most conscientiousness are predictors of spiritual intelligence. Therefore, assessment and considering personality features as predictor is necessary in increase of spiritual intelligence. Lotfi and Sayyar (1387) analyze relationship between spiritual intelligence and spirit health of above 15 years old in Behshahr. The results are: there is a significant relationship between spiritual intelligence and mental health. There is not significant relationship between spiritual intelligence of men and women and there is significant relationship between men and women in the case of mental health. In an research by Nazem(1380) results indicated that there is significant positive correlation between efficient quality and effectiveness. If morality in organization would be managed, therefore life quality will improve. Qaempanah(1380) found that Walton schema is effective in job life quality using Walton schema to evaluate effective factors on job life improvement of defense research center employees and attending to ethics by managers will improve job life employees. Another research done by Beykzade, Sadeghi and Ebrahimpoor(1391) titled as analysis of organizational factors effects on employee ethics in national oil distributing company in west of Maandaran province. Four organizational factors: organization structure, organization culture, education and informative system influence on employee ethics. A research also done by Zamani(1390) about analysis of relationship between ethics and spiritual intelligence of school managers in Baghmalek city and results indicate that there is significant and positive correlation between spiritual intelligence and its parameters (criticism thought, creating self-concept, transcendental consciousness and development of consciousness status) with ethics of school managers. In other words, high spiritual intelligence lead to amplification and development of school managers ethics. Hajati(1392) found that there is a significant relationship between managers spiritual leadership and job life quality of teachers and this is correct also for spiritual leadership with demographic variables (age, gender, education level). Sadeghi(1393) studied about analysis of spiritual intelligence and emotional intelligence with job life quality of school managers in Izeh and found that: there is a significant relationship between spiritual intelligence and emotional intelligence with job life quality of school managers. In other research, Haditabar et al(1390) analyze education of spiritual intelligence education on life quality of veteran wives. Results indicate that spiritual intelligence parameters education is effective on 8 aspects of life quality.
Methodology

In this research, researcher tried to analyze relationship between spiritual intelligence with job life quality and school managers ethics of Baghmalek. Therefore, research method is descriptive and correlative. Current study population is total school managers (primary school, first of high school, second of high school) of Baghmalek in 1394-1395 which are totally 223. To assign sample size research, 150 were selected. According to estimation of table, sample size was selected 150 persons. Since managers population of educational level are different, therefore random stratified sampling is used which is appropriate population of all three categories. In this research three questionnaires were used as below: 1- Spiritual intelligence questionnaire: this questionnaire was provided by King in 2007. This questionnaire evaluates spiritual intelligence in four parameters. 2- Job life quality questionnaire: This was provided by Walton (1973) and evaluates job life quality in eight parameters: sufficient and fair payment, healthy and safe job environment, providing development opportunity and continuous security, tendency to law in organization, social dependency of job life, life general space, social integration and human ability development.3- Ethics questionnaire: this was provided by Kadowzir(2004). This evaluates ethics in eight parameters of responsibility, honesty, justice, loyalty, competitiveness and excellence, respecting others, sympathy and respecting values of society. After preparing necessary tools and selecting tools, questionnaires have been distributed among samples and then all of them have been collected and analyzed by SPSS-18 software. Different approaches such as descriptive and inferential statistics were used to analyze data like abundance, percentage, mean, standard deviation, correlation coefficient and independent group T test.

Findings

In this research relationship between spiritual intelligence with job life quality and ethics of school managers in Baghmalek have been analyzed and it is used data centered statistical approaches to analyze.

Hypothesis 1: there is significant relationship between spiritual intelligence and job life quality of school managers in Baghmalek.

Hypothesis 1-1: there is significant relationship between critical thought with job life quality of school managers of Baghmalek.

Hypothesis 1-2: there is significant relationship between providing self-concept with job life quality of school managers of Baghmalek.

Hypothesis 1-3: there is significant relationship between transcendental consciousness with job life quality of school managers of Baghmalek.

Hypothesis 1-4: there is significant relationship between consciousness development with job life quality of school managers of Baghmalek.

Table 1: indicates relationship between spiritual intelligence and its parameters with job life quality of Baghmalek School managers by Pearson simple correlation coefficient.

As you observe in table 1, correlation coefficient between spiritual intelligence with job life quality of school managers of Baghmalek is significant in conditions of r=0.354 and p= 0.001 in
These results show that there is a significant relationship between spiritual intelligence with job life quality of school managers in Baghmalek, this means that as spiritual intelligence increase therefore job life quality of school managers in Baghmalek would increase, too. Therefore H0 is rejected and H1 is confirmed. Correlation coefficient between critical thought and job life quality of school managers in Baghmalek is significant in conditions of r=0.226 and p=0.006 and p<0.05. These results indicate that there is significant relationship between critical thought and job life quality of school managers in Baghmalek, means that as critical thought rate increases, job life quality of school managers in Baghmalek would increase. So, H0 is rejected and hypothesis 1-1 is confirmed. Correlation coefficient between self-concept and job life quality of school managers in Baghmalek is significant in conditions of r=0.324 and p=0.001 and p<0.05. These results indicate that there is significant relationship between self-concept with job life quality of school managers in Baghmalek. This means that increase of self-concept mark lead to increase of job life quality of school managers in Baghmalek. Therefore H0 is rejected and hypothesis 1-2 is confirmed.

Correlation coefficient between transcendental consciousness with job life quality of school managers in Baghmalek is significant. These results indicate that more transcendental consciousness lead to more job life quality of school managers in Baghmalek. Therefore, H0 rejected and hypothesis 1-3 is confirmed. Correlation coefficient between consciousness development with job life quality of school managers in Baghmalek is not significant in conditions of r=0.128 and p=0.14 and p<0.05. These results indicates that there is not significant relationship between consciousness development and job life quality of school managers in Baghmalek. So H0 is confirmed and hypothesis 1-4 is rejected.

Hypothesis 2: there is significant relationship between spiritual intelligence with ethics of school managers in Baghmalek.

Hypothesis 1-2: there is significant relationship between critical thought with ethics of school managers in Baghmalek.

Hypothesis 2-2: there is significant relationship between self-concept with ethics of school managers in Baghmalek.

Hypothesis 3-2: there is significant relationship between transcendental consciousness with ethics of school managers in Baghmalek.

Hypothesis 4-2: there is significant relationship between consciousness development status with ethics of school managers in Baghmalek.

Table 2: indicates relationship between spiritual intelligence and its parameters with ethics of school managers in Baghmalek via simple correlation coefficient of Pearson.

As you observe in table 2, correlation coefficient between spiritual intelligence with ethics of school managers in Baghmalec is significant in conditions of r=0.39 and p=0.001 and p<0.05. These results show that there is a significant relationship between spiritual intelligence and ethics of school managers in Baghmalek, so that as spiritual intelligence increase, school managers’ ethics of Baghmalek would increase. Therefore H0 is rejected and H1 is confirmed. Correlation coefficient between critical thought with ethics of school managers in Baghmalek is significant.
in conditions of \( r=0.265 \) and \( p=0.001 \) and \( p<0.05 \). These results indicated that there is significant relationship between critical thought with ethics of school managers in Baghmalek so that by the increase of critical thought then ethics of school managers in Baghmalek would increase. Therefore H0 is rejected and hypothesis 1-2 is confirmed. Correlation coefficient between self-concept with ethics of school managers in Baghmalek is significant in conditions \( r=0.261 \) and \( p=0.001 \) and \( p<0.05 \).These results indicates that there is significant relationship between self-concept with ethics of school managers in Baghmalek so that increase of self-concept lead to increase in ethics of school managers in Baghmalek. Therefore H0 is rejected and H1 is confirmed. Correlation coefficient between transcendental consciousness and ethics of school managers in Baghmalek is significant in conditions \( r=0.335 \) and \( p=0.001 \) and \( p<0.05 \). These results indicate a significant relationship between transcendental consciousness and ethics of school managers in Baghmalek. Therefore H0 is rejected and hypothesis 3-2 is confirmed. Correlation coefficient between consciousness development status and ethics of school managers in Baghmalek is not significant in conditions \( r=0.15 \) and \( p=0.06 \) and \( p<0.05 \). These results indicate that there is no significant relationship between consciousness development status and ethics of school managers in Baghmalek. Therefore H0 confirmed and hypothesis 4-2 is not confirmed and is rejected.

First subsidiary hypothesis: there is significant relationship between job life quality of school manager men and women in Baghmalek.

Second subsidiary hypothesis: there is significant relationship between spiritual intelligence of school manager men and women in Baghmalek.

Third subsidiary hypothesis: there is significant relationship between ethics of manager men and women in Baghmalek.

Table 3: indicates job life quality difference, spiritual intelligence, and ethics of managers both men and women in Baghmalek schools by independent groups T-test.

As you observe in table 3, difference in job life quality mean of men and women school managers in Baghmalek is \( t=2.35 \) and \( p<0.03 \) and is significant at \( p<0.05 \). These results indicate that there is statistical significant difference between job life quality of men and women school managers in Baghmalek. Therefore H0 is rejected and first subsidiary hypothesis is confirmed. Difference in spiritual intelligence mean of men and women working as school manager in Baghmalek is \( t=0.08 \) and \( p<0.93 \) which is not significant at level \( p<0.05 \). These results indicate that there is statistical significant difference between spiritual intelligence of men and women school managers in Baghmalek. Therefore H0 confirmed and second subsidiary hypothesis is rejected. Difference in ethics of men and women working as school manager in Baghmalek is \( t=0.65 \) and \( p<0.50 \) and is not significant at level of \( p<0.05 \). These results indicate that there is not statistical significant difference between ethics of men and women school managers in Baghmalek, so H0 is confirmed and third subsidiary hypothesis is rejected. Correlation coefficient between spiritual intelligence and job life quality of school managers in Baghmalek is significant at \( r=0.354 \) and \( p=0.001 \) and \( p<0.05 \).These results indicates that there is a significant relationship between spiritual intelligence with job life quality of managers in Baghmalek so that increase in spiritual intelligence lead to increase in job life quality of managers in Baghmalek. These results are parallel to findings of Extromer and Fernando Borkal(2012), Matt sad et
al(2010), Glossor (2007), Mok Jelly(2005), Golchin and Sanjari(1391), Nazem(1380), Qaempanah(1380), Taali(1374) and Sadeghi (1393). According to research findings, there is a significant and positive relationship between critical thoughts parameters with job life quality of managers in Baghmalek. In other words, increase of critical thoughts lead to increase of job life quality of school managers in Baghmalek. These results are accorded to results found from Extromer and Fernando Borkal(2012), Glossor (2007), NajafiAbiane and Askarian(1392), Golchin and Sanjari(1391), Sadeghi (1393) and Hajati(1393). The results of current study indicates relationship between self-concept and job life quality of school managers in Baghmalek which proves that there is a positive and significant correlation between self-concept and job life quality of school managers in Baghmalek. These results are according to findings of Glossor(2007), NajafiAbiane and Askarian(1392), Golchin and Sanjari(1391) and Sadeghi(1393). Results indicates that there is a significant relationship between transcendental consciousness and job life quality of school managers in Baghmalek. This means that increase in transcendental consciousness lead to increase of job life quality of school managers in Baghmalek. These results are according to Extromer and Fernando Borkal(2012), Glossor(2007), NajafiAbiane and Askarian (1392) and Sadeghi(1393). Based on research findings between consciousness development status with job life quality of school managers in Baghmalek, there is not a significant relationship, in other words, developing consciousness status from his world and world around and resurrection do not lead to increase of job life quality of school managers in Baghmalek. Correlation coefficient between spiritual intelligence and ethics of school managers in Baghmalek is significant. These results is according to the results found in Austin(2012), Doitinic and Van Mijed(2013), Kim and Breemer(2012), Yung and Chu(2009), Najafi Abiane and Askarian(1392), Zare, Pedram and Shirvanian (1391), Karam Koorian, Imani, Torkzaban(1392), Beykzade, Sadeghi and Ebrahimpoor(1391) and Golparvar and Rafizade(1378) and Zamani(1393). Findings between critical thought with ethics of school managers of Baghmalek indicate that there is a positive and significant correlation between critical thought with ethics of school managers of Baghmalek. In other words critical thought lead to growth of ethics. These results are according to findings of Doitinic and Van Mijed(2013), Kim and Breemer(2012), NajafiAbiane and Askarian(1392), Beykzade, Sadeghi and Ebrahimpoor(1391) and Golparvar and Rafizade(1378) and Zamani(1393).

Research results indicate that there is a significant relationship between self-concept and ethics of school managers in Baghmalek. This means that increase in self-concept lead to increase in ethics of school managers in Baghmalek.

These results are according to Kim and Breemer(2012), Yung and Chu(2009), NajafiAbiane and Askarian(1392), Zare, Pedram and Shirvanian(1391), Sadeghi and Ebrahimpoor (1391) and Golparvar and Rafizade(1378) and Zamani(1393). Results about relationship of transcendental consciousness with ethics of school managers in Baghmalek indicate that there is a significant and positive correlation between transcendental consciousness and ethics of school managers in Baghmalek. In other words, existence of transcendental consciousness from the world among managers lead to ethics growth of school managers. These results are according to results of Austin(2012), Zare, Pedram and Shirvanian(1391), KaramKoorian, Imani, Torkzaban(1392), Zamani(1393), Doitinic and Van Mijed(2013),
NajafiAbiane and Askarian (1392). The results of current study indicates that there is no significant relationship between consciousness development status with ethics of school managers in Baghmalek. In other words, development of consciousness does not lead to ethics growth of school managers.

**Suggestions:**

1- It is suggested to managers of education organization that educate managers the parameters of spiritual intelligence in their education workshops.

2- Managers must be capable in spiritual intelligence in regard to importance of spirituality and its significant role in training and education as well as ethics and morality.

3- It is suggested to education and training planners that plan to teach ethics process from pre-school level to supreme education and familiarize students with values, costumes and society attitudes. By this route, human learn social values and avoid intruding the norms in society.
References


Haditabar H et al (1390). Analysis of spiritual intelligence parameters effects on job quality of veteran wives in adulthood school of Tehran in 89-90 year, scientific magazine of veteran medicine, 4th year, number 14, p 1-11

Intelligence of Baghmalek school managers, Master thesis, Sharekord Azad University.

Organizational behavior studies quarterly, number 3, 1st year, winter.


Toosi, M. (1388), Human resources management, Tehran: Governmental management training center.

Zamani, A, (1393), analysis of relationship between ethics and spiritual