

## **Effect of Spiritual Intelligence in Corporate Entrepreneurship: A Case Study of Isfahan Post Office**

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**Abstract:** The aim of this study is descriptive-correlation was conducted to evaluate the effect of spiritual intelligence on corporate entrepreneurship. The study population included all employees of the Post Office headquarters in Isfahan province, 80 people among which uses Morgan for example, an estimated 66 people and the sampling method was simple random sampling. The research tool is a questionnaire that the King 2008 Spiritual Intelligence Questionnaire and corporate entrepreneurship questionnaire Marguerite Hill with a few changes have been applied. Content validity of the questionnaire and confirmed its validity has been confirmed by factor analysis. Spiritual intelligence questionnaire by Cranach's reliability equal to 0.92 and 0.90 reliability equivalent was calculated entrepreneurship. The analysis was conducted in two descriptive and inferential statistics inferential statistics; analysis of variance and regression analysis were used. The main hypothesis of the study results showed that the model is good and 69.9% of data using a regression model explained. The main hypothesis is confirmed and spiritual intelligence can be said that there were significant effects on entrepreneurship. Also according to the coefficient of determination adjusted for the dimensions of critical thought (0.442), personal meaning making (0.459), transcendental consciousness (0.389) and the expansion of consciousness (0.718) and the suitability of the fitted model can be concluded spiritual intelligence can explain entrepreneurship.

**Key words:** Spiritual intelligence, corporate, reliability, critical thought, consciousness

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### **INTRODUCTION**

Today, entrepreneurship plays an important role in the development of the country's economy. In an environment that is constantly changing and always new technologies, new products and services to be marketed, entrepreneurship model to adapt to these changes and adapt to dynamic conditions environment. Since, entrepreneurship is a significant role in creating jobs, from governments, organizations and institutions as an efficient way to reduce unemployment and increase employment pressure is taken into consideration. In this regard, strenuous efforts have been made to describe the factors affecting entrepreneurship and which each have tried this concept is analyzed. Today, organizations can no longer run a little creative people and with few competitors plan to be agile, flexible, innovative, low-cost and overcome. But should provide conditions to all employees benefit from such an entrepreneurial spirit and can be easily and individually or in groups to implement

their entrepreneurial activities. In today's world organization will be able to meet the changes go and to identify key factors such as the competitive environment, understanding of environmental threats and the need for fundamental changes to respond to these threats, identifying characteristics and place of entrepreneurship and corporate entrepreneurship understanding and substrates for this purpose on how to best use them (Moghadam and Abadi, 2005).

Sociological and business conditions, economic activity has opened a new chapter in the era of entrepreneurship. Positive attitude and successful media entrepreneurs now face the threat has been some joint-stock corporations so that smaller companies, bold, active and entrepreneurial incentives, they are new in developing their products and providers are key factors in specific markets. Now many companies are struggling with the same challenges and rewards entrepreneurial spirit in organizations create cultures. In Iran, unemployment is one of the biggest problems is that

society has many harmful effects and to create problems for society leads. Also in terms of the unemployment as the biggest economic and social problem in developing countries is entrepreneurship can play a significant role in the economic development of these communities. Public institutions in the development process of many countries, especially developing countries are prominent. But for various reasons these organizations in Third World countries over time, its effectiveness in responding to the diverse needs and growing lose. Many researchers and pioneers of change and public administration services, entrepreneurship are as central public administration in the face of challenges, more effective and more responsive to know.

Public institutions in the development process of many countries, especially developing countries are prominent. But for various reasons these organizations in Third World countries over time, its effectiveness in responding to the diverse needs and growing lose. Many authors and pioneers of change and public administration services are entrepreneurship as central public administration in the face of challenges, more effective and more responsive to know. Also, some researchers believe that the essential needs of learners and entrepreneurial behavior for all levels of the organization, whether public, private and so on. In large organizations, it is vital for growth and gains a competitive advantage, entrepreneurial behavior at all hierarchical levels of support. Many factors affect the entrepreneurship organization that has been studied in various research but perspectives, new components and unknown factors such as spiritual intelligence and similar organizations was that much attention, ideas and modes of behavior and beliefs of workers who play an important role in entrepreneurship and creativity and improve organizational processes and consequently entrepreneurship. Thus, this study sought to the question of whether it is spiritual intelligence on entrepreneurship. Staff headquarters of the province post office is effective? Below is some similar research study.

Chin *et al.* (2014) study entitled the role of emotional intelligence and spiritual intelligence on innovation and creativity of entrepreneurs did. In this study, both quantitative and qualitative methods were used. A sample of 88 cases of entrepreneur's questionnaire was used to collect data were analyzed using regression analysis showed that emotional intelligence and spiritual intelligence, creativity and innovation are effective entrepreneurs. Ngah and Salleh (2015) study entitled emotional intelligence and entrepreneurial innovation

moving towards entrepreneurial success: a preliminary study carried out. In this research were studied 51 young entrepreneurs and by conducting interviews with the 51 men came to the conclusion that there is a significant relationship between emotional intelligence and entrepreneurial innovation.

Koohbanani *et al.* (2013) as a conceptual model of the relationship between emotional intelligence and spiritual intelligence in creativity and innovation among successful entrepreneurs, conducted at the University of Malacca in Malaysia and Asia Pacific conference focused on innovation and technology management presented. This conceptual model able to show both the concept of emotional intelligence and spiritual intelligence entrepreneurs plays an important role in creativity and innovation.

Taheri and Shamsfard (2011) present the conceptual model by semantic web technologies to show the relationship between emotional intelligence and spiritual intelligence. Nazemi and Kafeshany study assesses the effects of emotional intelligence on the intention of students did. The model was designed by structural equation model among undergraduate students of Physical Education Faculty of Tehran University were examined.

According to (SEM) findings has effect on intention student emotional intelligence. Keshavarz and Kargar investigate the relationship between emotional intelligence and entrepreneurial graduate students of Payam Noor University's sport management. A sample of 700 students in master's degree in the field of sport management PNU 248 randomly-stratified the sample were selected. The results showed a significant relationship between emotional intelligence and entrepreneurship in the field of sport management graduate students there PNU.

According to studies and research literature on this topic and according to the experts and experts and scholars of the subject, four characteristic for spiritual intelligence (independent variable) using the King (2008) because a comprehensive and cover other selected models for entrepreneurship (the dependent variable) by combining models and views of the thinkers was elected four characteristics that somehow the most important and influential thinkers in the field and useful and appropriate to the structure and requirements of the organization are studied. This feature follows the framework for the relationship between them and shown how to influence each other (Fig. 1).

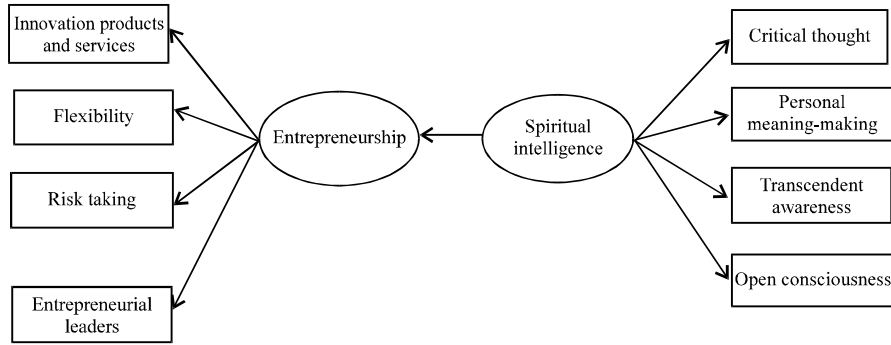


Fig. 1: Conceptual model study, the researchers

**MATERIALS AND METHODS**

The aim of this study is descriptive-correlation was conducted to evaluate the effect of spiritual intelligence on corporate entrepreneurship. The study population included all employees of the post office headquarters in Isfahan province, 80 people among which uses Morgan, for example, an estimated 66 people and the sampling method was simple random sampling. The research tool is a questionnaire that the King Spiritual Intelligence Questionnaire and corporate entrepreneurship questionnaire Marguerite Hill with a few changes have been applied. Content validity of the questionnaire and confirmed its validity has been confirmed by factor analysis. Spiritual intelligence questionnaire by Cranach’s reliability equal to 0.92 and 0.90 reliability equivalent was calculated entrepreneurship. The analysis was conducted in two descriptive and inferential statistics inferential statistics; analysis of variance and regression analysis were used.

**RESULTS AND DISCUSSION**

**The main hypothesis:** Spiritual intelligence staff has an impact on entrepreneurship. To evaluate the effect of spiritual intelligence on entrepreneurship, the regression model to the data (Table 1).

According to the modified correlation coefficient, we can conclude 69.9% of data using a regression model will explain. To check the suitability of the fitted model used analysis of variance with results shown in Table 2.

Due to the significant level obtained (0.000) we can conclude that the fitted regression model is a good model. Regression coefficients in Table 3 are visible.

Due to the significant level test, only spiritual intelligence (with a significance level of 0.000) in the model is effective and constant (at a significance level 0.521) models are not affected. Therefore, the regression model can be considered as follows:  $SQ \times 0.996 =$  Entrepreneurship.

Table 1: Explanation percent by the regression model

The correlation coefficient (R)	The square of the correlation coefficient (R <sup>2</sup> )	The correlation coefficient adjusted	The standard error of estimate
0.839	0.703	0.699	0.420

Table 2: Test the suitability of the regression model (ANOVA)

Source changes	Sum of squares	df	Average of squares	F-statistic	The significance level
Regression	26.395	1	26.395	149.359	0.000
Remaining	11.134	63	0.177		
<b>Total</b>	<b>37.529</b>	<b>64</b>			

df = degree of freedom

Thus, according to the adjusted coefficient of determination (0.699), it can be stated that the fitted model is a good model and main hypothesis is confirmed.

- First hypothesis: critical thought has effect on entrepreneurship (Table 4)

According to the modified correlation coefficient, 44.2% can be concluded from the data using a regression model will explain. Due to the significant level obtained (0.000) we can conclude that the fitted regression model is a good model (Table 5).

Due to the significance level of the test, a fixed amount (with a significance level of  $p = 0.000$ ) and critical thought (with a significance level of 0.000) in the model are impressive (Table 6). Therefore, the regression model can be considered as follows:  $Critical\ thinking \times 0.717 + 1.022 =$  Entrepreneurship.

Thus, according to the adjusted coefficient of determination (0.442), it can be stated that the fitted model is a good model and the hypothesis is confirmed.

- The second sub-hypothesis: personal meaning-making has an impact on entrepreneurship (Table 7)

According to the modified correlation coefficient, we can conclude 45.9% of data using a regression model will explain.

Table 3: Estimated regression coefficients

Variables	Non-standardized coefficients		t-statistic	Significance level	95% confidence interval for the regression coefficients	
	Regression coefficient	Standard error			Upper bound	Lower bound
Fixed model	0.152	0.236	0.645	0.521	0.623	-0.619
Spiritual intelligence	0.996	0.082	12.221	0.000	0.833	1.159

Table 4: Percent of explanation by the regression model 1

The correlation coefficient (R)	The square of the correlation coefficient (R <sup>2</sup> )	The correlation coefficient adjusted	The standard error of estimate
0.671	0.451	0.442	0.567

Table 5: Suitability test regression model 1 (ANOVA)

Source changes	Sum of squares	Degrees of freedom	Average of squares	F-statistic	The significance level
Regression	16.910	1	16.910	52.485	0.000
Remaining	20.620	64	0.322		
Total	37.530	65			

Table 6: Coefficients regression model

Variables	Non-standardized coefficients		t-statistic	Significance level	95% confidence interval for the regression coefficients	
	Regression coefficient	Standard error			Upper bound	Lower bound
Fixed model	1.022	0.277	3.693	0.000	1.575	0.469
Critical thinking	0.717	0.099	7.245	0.000	0.915	0.520

Table 7: Percent of explanation by the regression model 2

The correlation coefficient (R)	The square of the correlation coefficient (R <sup>2</sup> )	The correlation coefficient adjusted	The standard error of estimate
0.684	0.467	.459	0.558

Table 8: Suitability test regression model 2 (ANOVA)

Source changes	Sum of squares	Degrees of freedom	Average of squares	F-statistic	The significance level
Regression	17.539	1	17.539	6.152	0.000
Remaining	19.910	64	0.312		
Total	37.530	65			

Table 9: Estimating the coefficients of the regression model 3

Variables	Non-standardized coefficients		t-statistic	Significance level	95% confidence interval for the regression coefficients	
	Regression coefficient	Standard error			Upper bound	Lower bound
Fixed model	1.052	0.2697	3.833	0.000	.5601	0.491
Personal meaning-making	0.696	0.093	7.493	0.000	0.881	0.510

Table 10: Percent of explanation by the regression model 3

The correlation coefficient (R)	The square of the correlation coefficient (R <sup>2</sup> )	The correlation coefficient adjusted	The standard error of estimate
0.631	0.399	0.689	0.598

Due to the significant level obtained (0.000) we can conclude that the fitted regression model is a good model (Table 8).

Due to the significance level of the test, a fixed amount (with a significance level of 0.000) and personal meaning-making (with a significance level of 0.000) in the model are impressive (Table 9). Therefore, the regression model can be considered as follows: Personal meaning-making × 0.696 + 1.025 = Entrepreneurship.

Thus, according to the adjusted coefficient of determination (0.459), it can be stated that the fitted model is a good model and the second sub-hypothesis is confirmed.

- The third sub-hypothesis: transcendental consciousness has an impact on entrepreneurship (Table 10)

According to the modified correlation coefficient, we can conclude 38.9% of data using a regression model will explain (Table 11).

Due to the significant level obtained (0.000) we can conclude that the fitted regression model is a good model (Table 12).

Due to the significance level of the test, a fixed amount (with a significance level of 0.000) and transcendental consciousness (with a significance level

Table 11: Suitability test regression model 3 (ANOVA)

Source changes	Sum of squares	Degrees of freedom	Average of squares	F-statistic	The significance level
Regression	14.950	1	14.959	41.755	0.000
Remaining	22.570	63	0.358		
Total	37.529	64			

Table 12: Estimating the coefficients of the regression model 4

Variables	Non-standardized coefficients		t-statistic	Significance level	95% confidence interval for the regression coefficients	
	Regression coefficient	Standard error			Upper bound	Lower bound
Fixed model	1.398	0.253	5.521	0.000	1.904	0.892
Transcendental consciousness	0.570	0.088	6.461	0.000	0.747	0.394

Table 13: Percent of explanation by the regression model

The correlation coefficient (R)	The square of the correlation coefficient (R <sup>2</sup> )	The correlation coefficient adjusted	The standard error of estimate
0.850	0.722	0.718	0.403

Table 14: Suitability test regression model 4 (ANOVA)

Source changes	Sum of squares	Degrees of freedom	Average of squares	F-statistic	The significance level
Regression	27.105	1	27.105	166.393	0.000
Remaining	10.425	64	0.163		
Total	37.530	65			

Table 15: Estimating the coefficients of the regression model 5

Variables	Non-standardized coefficients		t-statistic	Significance level	95% confidence interval for the regression coefficients	
	Regression coefficient	Standard error			Upper bound	Lower bound
Fixed model	-0.235	0.253	-0.928	0.357	0.270	-0.740
open consciousness	1.046	0.081	12.899	0.000	1.209	0.884

of 0.000) in the model are impressive. Therefore, the regression model can be considered as follows: Transcendental consciousness×0.570+1.398 = Entrepreneurship. Thus, according to the adjusted coefficient of determination (0.389), it can be stated that the fitted model is a good model and the third sub-hypothesis is confirmed.

- The fourth sub-hypothesis: the expansion of consciousness has an impact on entrepreneurship (Table 13)

According to the modified correlation coefficient, we can conclude 71.8% of data using a regression model will explain (Table 14).

Due to the significant level obtained (0.000) we can conclude that the fitted regression model is a good model. Due to the significant level test, just an extension of consciousness (with a significance level of 0.000) in the model is effective and constant (at a significance level 0.357) models are not affected. Therefore, the regression model can be considered as follows (Table 15): Open consciousness×1.046 = Entrepreneurship.

Thus, according to the adjusted coefficient of determination (0.718), it can be stated that the fitted model is a good model and the fourth sub-hypothesis is confirmed.

## CONCLUSION

This study aimed to evaluate the effect of spiritual intelligence on entrepreneurship at the post office Isfahan province. The main hypothesis of the study results showed that the model is good and 69.9% of data using a regression model explained. The main hypothesis is confirmed and spiritual intelligence can be said that there were significant effects on entrepreneurship. Also according to the coefficient of determination adjusted for the dimensions of critical thought (0.442), personal meaning making (0.459), transcendental consciousness (0.389) and the expansion of consciousness (0.718) and the suitability of the fitted model it can be concluded spiritual intelligence can explain entrepreneurship. The results are consistent with research by Chin *et al.* (2012).

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