

## The Relationship Between Spiritual Health, Ethical Intelligence, Organizational Identity Formation and Self-Efficacy (Case Study Refinery of Ilam)

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**Abstract:** Self efficacy is foundation of raising other management skills. Spiritual health as one of the dimensions of health due to the integration of other dimensions and involve two dimensions existential and religious. Moral intelligence the ability to recognize and distinguish right from wrong and organizational identity a cognitive variable is important not only the feeling membership in the organization is effective but that is determine is the behavior of individuals, organizational environment. Research methods descriptive correlational is type of structural equation. Sample in this study included 155 patients, the staff was of Ilam gas refinery which uses the method of stratified sampling official staff of 253 persons were selected. Data gathering tool a questionnaire (GHQ and Alison Palutzin spiritual, Ethical intelligence questionnaire Lennik and Kiel, organizational survey questionnaire Vanden Butch identity and self efficacy Sherer) was. For analyze the data of descriptive statistical methods and structural equation was used. The findings from a fit of the structural model showed that among variables ethical intelligence and self efficacy direct positive impact there but between spiritual health and self-efficacy are directly connected and the mediating role organizational identity in relation between intelligence ethical, spiritual health and self efficacy (indirect relation) was approved. According to the results, it is recommended to managers to achieve high self efficacy employee must in promoting spiritual health, ethical intelligence and identification of organizational attempted.

**Key words:** Intellectual ethical, spiritual health, organizational identity, self efficacy, Ilam refinery

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### INTRODUCTION

Because self-efficacy in the way people deals with various situations to achieve the goals is affected (Parvin and John, 2006). Bandura (1991) self-efficacy, the belief in one's ability to perform an action in a given situation is defined. When that performance individual the individual norms, coordinated or beyond them to protect and enhance the efficacy leads. Belief in the efficacy of many aspects of life such as the selection of goals, decisions effort surface continuity and stability and dealing with challenging issues affected (Bandura, 1991). Pourafkari<sup>8</sup> belief in one's ability to cope with different situations self knows. Self efficacy is education foundation other management skills. Individuals with high self-efficacy people have strong tenacity high grades, high personal goals and succeed. In contrast, individuals with low self-efficacy people with low self-esteem and

hopeless in the face of things do not try to win and believe that the situation will not change (Schultz and Schultz, 1998). Spiritual health to Edlin namely equilibrium and order in person by themselves and others and the ability to make a balance between internal needs and desires and demands the rest of the world (Edlin *et al.*, 1999). Spiritual health one of the four dimensions of health, human in addition to physical, psychological, social and promote public health and other aspects of health and well coordinated which is to increase the compatibility and mental function. Spirituality and religion that sometimes people take them as spiritual health and religious practices interpret overlap so that both frameworks provide through which one can meaning purpose and the virtues of his life, realize (Zeighamimohammadi *et al.*, 2014). Burba moral intelligence describing the capacity and the ability to understand right from wrong, beliefs and strong moral act

and behave in the right direction knows. Intelligence that is that every moment every stimulus, the response was correct. Ethical intelligence consists of power of learning, skills, intellectual, physical and adaptation to the environment. In the present age concerns and worries managers, problems and issues are complex not through the observance of moral principles by subordinates is. Organizational identity is important cognitive variables which not only feel membership in the organization is effective but determinants of behavior, organizational environment (Prati *et al.*, 2009). Any organization like humans have an identity. Identify a set of characteristics which distinguishes it from others but in any case by the fact that organizational identity can be a strategic tool in the process of achieving goals and views of use is considered. Identity and organizational identity, a huge impact on many organizational behavior and as a result the performance and the achievement of its goals are. Albert and Veten believe that organizational identity what is by the people as the main feature of the organization has been accepted that causes from the perspective of employees compared to other organizations, distinct and therefore is unique; perceived by those organizations which regardless of changes aimed at sustainable institutional environments and are fixed. Three characteristics mentioned above show organizations with a strong identification with the main characters and the main distinctive from other organizations and for a longer period of time remain (Albert *et al.*, 2000). Results of research Bahrami, an examination of Ethical intelligence, faculty and staff martyr Yazd University of Medical Sciences showed that the level of ethical intelligence and a subset of the study population the situation are favorable. Findings, Arasteh to assess ethical intelligence of the students indicated that the ethical merit of the students, the upper limit of the average. Shahsavari in a survey, the results showed that the spiritual intelligence, general self-efficacy there is positive relationship between level of 0/0.5. Kouchakzaei and Heydarzadegan in a survey the results showed a significant correlation between spiritual health and self there. Also, stepwise regression analysis results also show that when the spiritual dimensions of health, the health the highest prediction of student's self efficacy. In addition, the results of t-test showed that the spiritual health girls students more than boys. However on self efficacy parameters significant differences between girl students and boy was not observed. This study aimed to test the

model relationship between intelligence, ethical, spiritual health, self efficacy with the mediation of organizational identification was done.

## MATERIALS AND METHODS

This study for the purpose function of nature a cross-correlation. Population of this research, involving all government employees working in Ilam gas refining company which included 253 patients collected from a stratified random sampling method was adjusted so that first of all employees based on the units in which they are working classify then according to the ratio of employees per unit to any employee of the study sampling was done. To determine the sample size formula Cochran the community is limited according to this formula the sample size was determined in 152 patients. To collect data a questionnaire was used which includes a health.

**Questionnaire spiritual Poulutzin and Elison:** Spiritual health questionnaire, Puloutzin and Elison consisting of 20 questions 10 questions about the health of the religious health other 10 questions to measure it. Range of health of the religious existential each separately is 60-10. For health subgroups religious, existential, stratification is absent judging by the score obtained one. Whatever scores obtained higher marks religious health even higher. Score of spiritual health the sum of these two sub-groups which by extension, 120-20 is considered. On the study by Fatemi validity spiritual health through content validity specified and verified and reliability by Cronbach's alpha reliability coefficient was determined 0/82 indicating the reliability of the tool.

**Ethical intelligence questionnaire Lenick and Kiel:** This test by Lenick and Kiel in 2005 with 40 items was developed. On Iran by Arasteh its standardization work has been conducted. Inventory ethical intelligence, the ability to use global ethics morals, goals and interaction of an individual it is the rule. On ethical intelligence the highest score of is 100 and has the following sub-tests. Amount of validity ethical intelligence was then calculated 0/90 and reliability with Cronbach's alpha test was obtained 0/88.

**Organizational identity Vanden and Bouch:** This questionnaire has 37 items.

**Self efficacy Scherer:** This scale has 17 questions each question based on the Likert scale range of from totally disagree to totally agree is set. Scoring scale which is in

Table 1: Number of items and dimensions with Cronbach's alpha coefficients

Questionnaire	Number of questions	Cronbach's coefficient
Ethical intelligence	40	0/812
Spiritual health	20	0/823
Organizational identity	37	0/813
Self efficacy	37	0/797

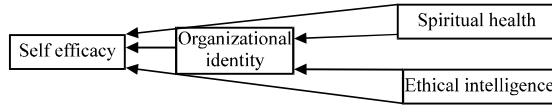


Fig. 1: Theoretical framework

any matter from 1-5 points belong. Questions 1, 3, 8, 9, 13 and 15 from right to left and the rest of the questions in reverse order from left to right are scoring. Therefore, the maximum score that could be gained from this scale a score of 85 and a minimum score of 17. This scale by Barati has been translated and validate. On this research data analysis and estimates of requirements and the impact of the independent variables and mediator, the dependent variable Amos-18 statistical software was used (Table 1 and Fig. 1).

**RESULTS AND DISCUSSION**

The results can be seen in Table 2-6 and Fig. 2 and 3. The sample under investigation 152 patients were evaluated but since that was a possibility the questionnaire return rate of <100% hence to solve this problem the number of 165 questionnaires were distributed among the population after reviewing the questionnaires, a total of 155 questionnaires were analyzed descriptive statistics according to Table 3. The basic model including all the independent variables and the dependent and the relationship between them. As such, it can be seen on Fig. 2, significance level (p-value) direct relationship between the variables ethical intelligence and self efficacy 0/261 achieved, the greater the level of error (0/05) by is which means that the relationship between ethical intelligence and self efficacy is not directly connected. Also as seen below amount of index (RMSEA) obtained for the model (0/444) is. Mentioned index an index to measure the goodness of fit of the model and should be value obtained is less than the value (0/0.8) is. Thus, we can conclude that this model is a good model to measure the variables of interest in this study and should be done modifications on it. In the modified model and achieve a better model, relational level of significance (p-value) >0/0.5 is not removed (because the relationship is significant in the previous model is not) and refit the software run Amos. As such, it can be seen in Fig. 3, the RMSEA index

Table 2: Demographic data of employees (155 samples)

Variables	Levels	Frequency
Age	<25	1
	25-35	80
	45-36	60
	45 and above	14
Married	Single	10
	Married	145
Education	Diploma	8
	Resource	13
	Expert	111
	Master degree	23
Years of service	14 years or less	140
	Older than 14 years	15

Table 3: The significance level of the correlation between variables

Communication path	Estimate	SE	CR	p-values
Organizational identity-spiritual health	0.380	0.061	6.216	***
Organizational identity-ethical intelligence	0.357	0.064	5.595	***
Self efficacy-organizational identity	0.351	0.085	4.102	***
Self efficacy-spiritual health	0.329	0.072	4.591	***
Self efficacy-ethical intelligence	-0.082	0.073	-1.124	0.261

Table 4: Estimates of model error rate index (RMSEA)

Model	RMSEA	LO 90	HI 90	PCLOSE
Independence model	0.444	0.390	0.501	0.000

Table 5: Level of significance of the relationship between the variables on the regression model

Communication path	Estimate	SE	CR	p-values
Organizational identity-spiritual health	0.380	0.061	6.216	***
Organizational identity-ethical intelligence	0.357	0.064	5.595	***
Self efficacy-organizational identity	0.310	0.078	3.980	***
Self efficacy-spiritual health	0.317	0.071	4.456	***

Table 6: Indicators modified model

Fit index	Optimal value	Result
AGFI	<0/90	0.958
RMSEA (root means square error of approximation)	>0/08	0.042
NFI	<0/90	0.993
IFI	<0/90	0.999

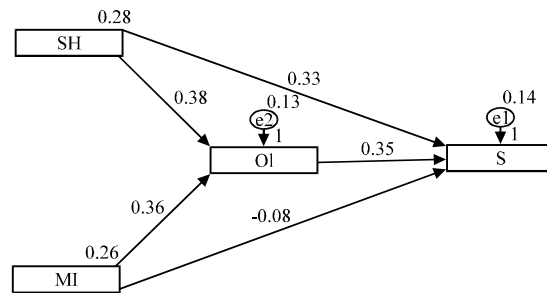


Fig. 2: The basic model extraction

decreased (value obtained 0/0.42) which suggest that the model is improved. Also, in order to fit the model parameters are estimated according to the following table, the structural model, the fit is acceptable. Therefore, results obtained from the estimation of the model is reliable. As the data is clear but the relationship between

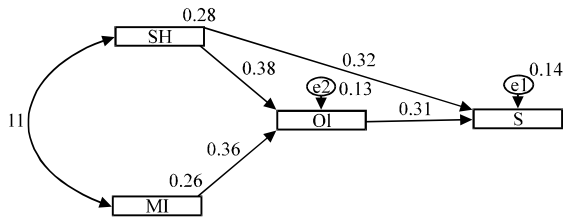


Fig. 3: Model modified

the variables of moral intelligence and self-efficacy which is not significant other hypotheses are approved.

### CONCLUSION

The main objective of this study was to determine the influence of spiritual and moral intelligence efficacy of employee's company was Ilam gas refinery. Amos results of this study suggest that intelligence moral and spiritual health through corporate identity a significant positive impact on employee's self. Because in order to maximize the positive effects of self-efficacy and use it as a constructive force we must be able to effectively manage. Therefore, it can be concluded that the high spiritual health can be self-sufficient, the staff promises but the moral intelligence not directly affect the efficacy on the other hand organizational identification, the effect of independent variables (spiritual and moral intelligence) on employee self-adjust. In the end some suggestions that based on the findings obtained to improve self-will employee.

### RECOMMENDATON

It is recommended to managers to achieve high efficacy, the employee must in promoting spiritual

moral intelligence and organizational identification effort because according to Schultz and Schultz (1998) high efficacy the staff due to the high persistence it is ultimately achieve greater efficiency of the organization will provide.

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