Study the Effects of Emotional and Spiritual Intelligence on Job Performance of employees (Case Study: Oil Pipeline and Telecommunication Company of Iran)

Reza Samadi a, Saeid Emamgholizadeh b

a M.A. student of Public Management Islamic Azad university Ayatollah Amolie, Iran.
b Assistance Professor of Department of Management Islamic Azad university Ayatollah Amolie, Iran.

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Abstract

This study examines the effect of emotional and spiritual intelligence on job performance of employees in Oil Pipeline and Telecommunication Company of Iran. Bar-On’s standard questionnaire is used for emotional intelligence (1997), King’s standard questionnaire is used for spiritual intelligence (2008) and Hersey-Goldsmith’s questionnaire is used for job performance (1981). According to its standard, the reliability and validity of three questionnaires used was approved. The research was descriptive-correlation, statistical population consisted of employees of the northern oil pipeline and telecommunications company of Iran that their number reaches to 355 people. Using stratified sampling, based on the Cokeran formula, 185 sample size has been calculated and the questionnaire is distributed among them. To verify and test the hypothesis of research structural equation modeling and Kolmogorov-Smirnov test, and the correlation coefficient and SEM techniques is used for the analysis. The results indicate that the elements of interpersonal skills, interpersonal skills, adaptability, stress management, critical thinking, producing sense of personal and transcendent consciousness have an effect on job performance.

Keywords: emotional intelligence, spiritual intelligence, job performance
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