Relationship between spiritual intelligence and spiritual leadership with the performance of directors of Bank of Tehran and the effect of spirituality mediation in the workplace

Maryam Hosseini¹, Seyyedeh Parisa Marei²

1. M.A in Business Administration Finance Manager
2. M.A student in Technology Management-Research and Development Policies Approach, Islamic Azad University of Tehran, Research Science Unit of Tehran, Technology Management, Tehran, Iran

Abstract: The aim of this study was to investigate the relationship between spiritual intelligence and spiritual leadership with the performance of directors of Bank of Tehran and the effect of spirituality in the workplace mediation as one of the factors that play a role in performance. Organizations can provide managers and leaders with spirituality in the workplace and enjoying one non-material tools, insight and wisdom innocently created the impression that their work is meaningful and purposeful and challenging. And the four standard questionnaires were used to collect information. The study population consisted of Bank of Tehran province in 1395 was conducted. The population is 300 people. Cronbach's alpha coefficient of 0.84 was calculated. The model has achieved good levels of fitness parameters. Spiritual intelligence and spiritual leadership have a direct impact on spirituality in the workplace, positive and meaningful. The relationship between spirituality in the workplace has a direct impact on their performance evaluation, positive and significant.

Keywords: Spiritual intelligence, the spiritual leader, Performance, spirituality in the workplace

Introduction and Statement of problem

Today, spirituality is considered as the most important aspect of human, lack of understanding of the spiritual meaning of life has also resulted in more attention at spirituality than before because logical and emotional intelligence isn’t adequate to understand the meaning of life but the intelligence beyond the normal intelligences should be used. Lack of commitment to the organization, arriving late at work, lack of citizenship and sportsmanship behavior in the workplace are some examples of lack of understanding the meaning of life in the work environment. The intelligence is described in the form of spiritual intelligence. There are many different definitions of spiritual intelligence to some of them will be pointed here.

Wuhan (2013) believes that spiritual intelligence(SI) is a type of multiple intelligences which can be independently grown and developed. Spiritual intelligence needs various methods for recognition and unity of internal life of mind and spirit with life in the universe. Spiritual intelligence can be developed through effort, search and practice. Man requires SI for acquiring the diagnosis power in the decision-making helping the growth of soul and mind health.

Young states: "SI is the capacity of man for searching and asking the ultimate questions about meaning of life(MI) and at the same time experiencing the uniform link between each of us and the universe where we live. With SI, we try to solve the problems regarding to its position, meaning and value. It is an intelligence with which we can give meaning to our actions and be aware of meaning of my performance, thereby we find that which action is the most valid and which path is the highest and best one as our pattern in life. (Yang.K, & Mao.X, 2016)

King in 2008 defined SI as: a series of rational capacities helping the complete awareness and comparative application in the spiritual ultra-identity universe of individual and resulting in such outputs as deep essence thinking, increasing the meaning, identifying the superior world and dominance of spiritual( King, DB, 2008).

Wellman’s definition about SI includes thinking, conception and problem-solving and is the capacity of man to ask ultimate questions about meaning of life and experience of uniform relationships between us and universe where we life.

Spirituality in the workplace

A workplace can be considered as a friendly environment and determines that the personnel have conscience life which has been trained through work and embodied in to the society (Amram, joesph yosi, 2015).

Spirituality at work is an experience of mutual communication and trust among the people who participate in a work process created by optimistic and individual goodwill, resulting in creating a motivational organizational culture and increasing the general performance. It finally leads to stable organizational sublimity. (See Marques JF, 2016).
Spirituality in the workplace is a framework of organizational values whose sign is a culture which increasingly brings the managers beyond the experience range of work processes and improves their understanding from contact with others, so that they experience the fun feeling. Given the importance of spiritual intelligence and spirituality at work and few papers that have been done in this regard, it is necessary to address it, then the main question seems to be about how is the relationship between SI and spirituality in the workplace.

In the opinion of people, spiritual leaders are motivated by making a difference and focus on a common or social goodness. Durkheim also considers the spirituality as "What is significantly social ". The concept of spiritual leadership in the pursuit of the common or social goodness is also related to service learning texts in higher education. Robert Greenleaf argues that features of servants and leaders can exist in one person and brought in everyday contexts.

A study of Kinjersky and Scraping (2014) is another serious research aiming at defining spirituality in the workplace and has been conducted in exploratory and qualitative method. They gathered their required data about two subjects through various methods including face-to-face interviews, telephone interview, survey etc.; the concept of spirituality in the workplace expression of experiences they had in this area. Despite the broad definition of spirituality in the workplace was difficult for most of them, they simply talked about their experiences. Their comments revealed that spirituality in the workplace is a distinct expression and has physical, emotional, interpersonal, cognitive and spiritual dimensions in the view of different people, and in fact involves a connection or link with others and collective purpose, a sense of connectedness with higher identity and also a sense of perfection and excellence. These two researchers presented a comprehensive definition of spirituality in the work and recommended that future studies will distinguish between internal and organizational spirituality in the workplace and evaluate their relationship. (Skrypek, BJ 2014)

Spirituality in the workplace is a framework of organizational values, its sign is a culture which increasingly brings the employees beyond the range of work processes and improves their understanding from contact with others, so that they experience the feeling of pleasure. (Krahne, Keiko & Giacalone, Robert a & Jurkiewicz, Carole L. 2013)

Literature
History of SI
SI is a new paradigm which was appeared following Gardner’s multiple intelligences in 1983 in the book entitled” brain frameworks”. Formation of SI should be pursued after evolution of emotional intelligence. Emotional intelligence was first introduced by Pine in 1985, then it was presented as social intelligence by Salovy and Meier. Using this intelligence in the world business was developed and applied by Goldman in 1995 in the same titled book. After that, SI was considered. Although exact time of appearance of this term and its inventor aren’t clear, 80 item list spirituality mental matrix 4 was created by Wellman in order to define a unique pattern for expressing SI condition of individuals. These items were designed in such a way that people report their experiences, activities and behaviors. This report requires abstract thought and interpretation of events. Spirituality mental matrix list(SMML) was essentially noticed by emphasizing on spirituality patterns other than less or more attention at SI. This list includes seven factors measuring various dimensions of spiritual experiences: divinity, smartness, thinking method, sociability, external perception, childish spirituality and mental injury. SMML isn’t directly or generally responsive to measurement of spiritual capacities and degree of SI and advantages are describable and explainable than comparable. However, the most advantage in SMML implies the extent of interest and increase in spiritual awareness related to seeing the life behaviors and experiences(Kadkhoda Mohammad, Jahani Hoorieh 2010). Another criterion for measuring comprehensive index of SI is 9 Amram which is more confident and correct than previous methods. This index includes 5 main scales and 22 subscales affirming many dimensions of SI which are identified from deep analysis of interview. (Dr. Hasan Zarei Matin * Dr, Mahdi Kheirandish, Hoorieh Jahani2011)

Yang stated: "Spiritual intelligence is the human capacity for searching and asking questions about the ultimate meaning of life and simultaneously experiencing the seamlessly link between each of us and the world where we live. With spiritual intelligence, we solve the problems related to their meaning and value. Due to this intelligence ,we are able to give meaning to our actions and activities and to learn the meaning of our performance and find out which our actions are of the most validity and which path in our life is the highest to be a life pattern. (Yang, 2007: 1000 )

After the expansion of "intelligence" to other realms, human capacities and capabilities particularly the introduction of emotional intelligence in psychology, Immunes in 1999 raised spiritual intelligence as "set of abilities to take advantage of religious and spiritual resources".

Singh J. (2008)said: it is the inherent ability, thinking and comprehending the spiritual phenomena and leads our daily behavior with spiritual ideology. (Wikipedia)

King (2008) defined it as: a series of rational capacities helping the complete awareness and comparative application in the spiritual perspectives and resulting in such outputs as deep identity thought, increasing the meaning, recognition of higher world and dominance of spiritual states. (52 King, 2008:)

Condition of SI can be considered based on reflection of abilities and diverse personal behaviors like spiritual/religious belief system. In this regard, the definition of unique patterns to express spiritual intelligence could be much more useful than
trying to get a quantitative assessment of the way in which spirituality, belief systems, values, goals, and spiritual trade are applied. Table 1 shows an overview on some related articles.

<table>
<thead>
<tr>
<th>Order</th>
<th>Author’s name</th>
<th>Year</th>
<th>Article’s name</th>
<th>Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Ayranci, Evren, Semercioz, Fatih</td>
<td>2010</td>
<td>The Relationship between Spiritual Leadership and Issues of Spirituality and Religiosity</td>
<td>Results show that SI of Turkey top managers is depended on their wisdom, knowledge and friendship type. In addition, spirituality is common between spiritual and religious leadership, and finally there is a positive and significant relationship between high morality, spiritual leadership and high efficiency, spirituality and religion.</td>
</tr>
<tr>
<td>2</td>
<td>Fariborz Bagheri, Fatemeh Akbarizadeh, Hamidreza Hatami</td>
<td>2011</td>
<td>Relationship between SI and happiness and demographic variables in the nurses of Booshehr Bentolhoda and Fatemeh-Zarah Hospital</td>
<td>Promotion of SI helps the nurses in attaining at more stable happiness and help the patients in providing them with health with a happy morality.</td>
</tr>
<tr>
<td>3</td>
<td>Fahimeh Babolhavaeji, Abasali Rostaminasab, Oranus Tajoldini, Fakhrolsadat Hasheminasab</td>
<td>2011</td>
<td>Study the relationship between SI and happiness of librarians in the libraries of Tehran University</td>
<td>Results obtained from this study showed that there is a significant relationship between SI and happiness of librarians. Then the assumption that there is a relationship between SI and happiness of librarians is affirmed with 99% confidence. Findings also imply that there isn’t any significant relationship between SI and happiness of librarians.</td>
</tr>
<tr>
<td>4</td>
<td>Amin Nikpour, Alireza Manzari Tavakoli and Seyed Mohammadreza Hosseinnejad</td>
<td>2011</td>
<td>Study the relationship between spirituality in workplace and civil behaviors in the personnel of Martyr Institute of Kerman</td>
<td>Findings show that there is a significant relationship between meaningful variables work, cohesion with others and consistency with organizational values and civil organizational behaviors.</td>
</tr>
<tr>
<td>5</td>
<td>Fereshteh Baezat and Hakimehsadat Sharifzadeh</td>
<td>2012</td>
<td>Relationship between SI and emotional</td>
<td>Findings showed that variables emotional intelligence (17%) and variables of SI (31%) explain the changes related to job stress of</td>
</tr>
<tr>
<td>university personnel. According to the results of this investigation, it can be said that SI can be a more proper predictor of job stress than emotional intelligence (EI).</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Results obtained from the study showed that 82.7% nursing managers had high SI and 96.2% had medium organizational commitment. Coherence test showed that there is a significant relationship between dimensions of SI (spiritual experiences and forgiveness) and organizational commitment.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Results obtained from analyzing the data show that there isn’t any relationship between SI and relation-based leadership style. There is a relationship between SI and integrative leadership style.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The aim of this study is to build a conceptual framework about the relationship between SI and EI and growing the creativity and innovation among the successful entrepreneurs. People play important role in the success of trading investment.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SI of personnel has positive and significant effect on conception of organizational justice.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Results showed that there is a significant relationship between SI or mental health and having an aim in the life. Moreover, there is a meaningful relationship between the elements of SI including conscious development of government, production of personal</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| intelligence or stress in the staff of University |
| Relationship between SI and organizational commitment in the nursing managers of military hospitals |
| 2013 | Akram Parandeh, Ahmad Izadi, Abbas Ebadi, Mojtaba Ghanbari |

| Relationship between SI and leadership style of high school principals in Gorgan province |
| 2012 | Masoumeh Bagherpour, Hassan Abdollahzadeh |

| Relationship Between Emotional Intelligence And Spiritual Intelligence In Nurturing Creativity And Innovation Among Successful Entrepreneurs: A Conceptual Framework |
| 2012 | Susan Tee Suan Chin*a, Kavitha Ramanb, Jian Ai Yeowc, Dr Uchenna Cyril Ezed |

| Study the role of personnel’s SI in conception of organizational justice: study in Iran Banking Industry. |
| 2012 | Abbas Ali Rastegar, Seyed Mehdi Davoudi Mousavi, Siavash Oraj, Neda Seraj |

| Relationship between SI or mental health and aim in the nurses’ life |
| 2012 | Mohammad Sahebalzamani, Hojatollah Farahani, Reza Abbasi, Mehdi Talebi |
meaning, excellent awareness and critical thinking and mental health.

Findings of this study showed that there is a significant relationship between SI of teachers and their job satisfaction. This study also showed that there is a significant difference between SI of teachers and their educational level. Moreover, there is a significant relationship between SI of teachers and five factors of job satisfaction (nature of work, attitude toward supervisors, relation with co-workers, opportunities for promotion, work condition in the workplace).

Relationship between SI and job satisfaction among the teachers with M.A and B.A degree

2012
Sooleiman Yahyazadeh Jelodar, Fatemeh Lotfi Goudarzi

Results showed that there is a positive and significant relationship between flexibility and mental health, also between SI and flexibility (0.01 > p) based on results obtained from T-test.

Study the relationship between flexibility, SI and mental health in a group of students in B.A degree

2013
Abbas Ebrahimi, Khosravi, Mostafa Dehghani, Mousa Javedan

Results of this study showed that there is a significant relationship between SI and attaining at religious identity for male and female students.

Relationship between students, SI and religion type.

2014
Adel Zahed, Mehdi Moinikia

Findings showed that there is a negative and significant relationship between SI and disability or disorder in social function and depression. There wasn’t seen any significant relationship between SI and characteristics of general health.

SI against general health and disability

2014
Anahita Nematzadeh

Results showed that there is a direct and significant relationship between SI and creativity.

Study the relationship between SI and creativity of personnel of Kerman executive systems

2015
Mohammad Zeydani, Razieh Zandmoghadam

Regression test showed that there is a negative relationship between SI and its dimensions and job fatigue. Moreover, there is a relationship between the dimensions and job fatigue.

Study the relationship between SI and job fatigue

2015
Kaveh Kordestani, Zeynab Sheikh
But there wasn’t any relationship between other dimensions of SI and job fatigue.

Conceptual Model of Research

For compiling the assumptions of research, each investigator needs a conceptual model to identify the assumption variables and explain the relationship between these variables and their conceptual definitions.

Hypotheses

H1: SI has positive, direct and meaningful effect on spirituality at work. Second hypothesis of spiritual leadership on Spirituality in the workplace the impact straight, Positive And Meaning Arrow There.

H2: Spiritual leadership has positive, direct and positive effect on spirituality at work.

H3: Spirituality has direct, positive and meaningful impact on evaluation of managers’ performance.

Method

The present investigation is applied in term of aim and is measurement-analytical in term of method. Statistical society of this study includes 300 managers of Tehran Entrepreneur Bank. First, a primary sample including 30 questionnaires from personnel has been pretested. Sample size is computed by the following formula given this fact that variables are multi-value with spatial scale and society size is limited.

Sample size was calculated as 153 with regarding to the sample. Due to prediction of non-sending back some questionnaires, 170 questionnaires were randomly distributed among the managers and out of them 166 ones were sent back. Finally, 155 qualified questionnaires were analyzed through analysis.

For measuring the variables, standard testers used in the previous studies were applied. Cronbach's alpha coefficient of 0.84 has been computed. Cronbach's alpha coefficient for each variable is listed in the table.

Table 2: Cronbach's alpha

<table>
<thead>
<tr>
<th>Variable</th>
<th>Coefficient</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spiritual Intelligence</td>
<td>0.89</td>
</tr>
<tr>
<td>Spiritual Leadership</td>
<td>0.85</td>
</tr>
<tr>
<td>Spirituality in the workplace</td>
<td>0.87</td>
</tr>
<tr>
<td>Evaluating the performance of managers</td>
<td>0.82</td>
</tr>
</tbody>
</table>

It is necessary to note that all testers were measured by using 5 item Likert Scale and in a range varying from “strongly disagree” to “strongly agree”. Required analyses were done by SPSS and LISREL software.
Findings

Descriptive Statistics

The present study deals with such variables as gender, education and job experience of respondent personnel. In term of gender, out of 155 responders, 65 ones were men and 90 ones were women, meaning that 42% of statistical society includes men and 58% includes women. In term of education, 38% and 62% were M.A and B.A, respectively. In term of job experience, about 5% had less than 5 years experiences, about 20% had 5-10 year experiences, 20% had 10-15, 35% had 15-20 and about 20% had more than 20 year experiences. According to the gathered quantitative data, age of 20% respondents was less than 30.

Inferential statistics

Since one of the requirements for adopting latent variable approach in patterning method of structural equations is correlation among the investigation variables, then Pearson Correlation Analysis was done. Correlation of each variable with other ones is presented in table 1.

The greatest correlation coefficient is related to variables SI and spiritual leadership(SL). The smallest coefficient is also related to evaluation the performance of managers and SL. All obtained correlation coefficients are positive and meaningful.

Table 3: The correlation with other variables.

<table>
<thead>
<tr>
<th>SI</th>
<th>SL</th>
<th>Spirituality in workplace</th>
<th>Evaluation of the performance of managers</th>
</tr>
</thead>
<tbody>
<tr>
<td>SI</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SL</td>
<td><strong>0.64</strong></td>
<td></td>
<td><strong>0.58</strong></td>
</tr>
<tr>
<td>Spirituality in workplace</td>
<td>*0.46</td>
<td><strong>0.32</strong></td>
<td></td>
</tr>
<tr>
<td>Evaluation the performance of managers</td>
<td>*0.37</td>
<td>*0.17</td>
<td></td>
</tr>
</tbody>
</table>

Model of measuring the variables Spiritual intelligence, spiritual leadership, spirituality in the workplace, evaluation the performance of managers

Results obtained from analyzing the confirmatory factors as SI, SL, spirituality in workplace and evaluation the performance of managers showed that all measurement models are proper and all numbers and parameters of model are meaningful. Among the dimensions of SI, dimension dealing with moral virtues is the most important one. Among the dimensions of SLL, recognition dimension is the most important one and spirituality in workplace is more important than consistency with organizational values. Leadership dimension is the most important dimension of valuation the performance of managers. Appropriateness indices of measurement model imply the appropriateness of all measurement models.

Table 4: Results of analyzing confirmatory factor f

<table>
<thead>
<tr>
<th>Index</th>
<th>Variable</th>
<th>Load factor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall thoughts and beliefs</td>
<td>Spiritual Intelligence</td>
<td>0.82</td>
</tr>
<tr>
<td>Ability to cope and deal with problems</td>
<td></td>
<td>0.75</td>
</tr>
<tr>
<td>Address the ethical virtues</td>
<td></td>
<td>0.87</td>
</tr>
<tr>
<td>Self-awareness and love</td>
<td></td>
<td>0.80</td>
</tr>
</tbody>
</table>

Indicators of Chi-square model are 143.1 and have 82 degrees of freedom. Chi-square ratio obtained from dividing Chi-square into the degree of freedom is 1.7, which should be less than 3. The second root mean square error estimate or RMSEA which is based on remaining matrix analysis was calculated as 0.062 which is acceptable for the model if the index is smaller than 0.08. GFI goodness of fit index has been obtained as 0.80 for this variable, however, this indicator is strongly influenced by sample size and there is no consensus on the value of this index, but higher than the 0.80 is considered in most references as acceptable for this index. AGFI index is 0.81 and normalized fit index of Bentler-Bonnet or NFI has been estimated as 0.90. According to these values, confirmatory factor analysis is acceptable for this variable.

Table 5. Results of confirmatory factor analysis for Spiritual Leadership

<table>
<thead>
<tr>
<th>Index</th>
<th>Variable</th>
<th>Factor load</th>
</tr>
</thead>
<tbody>
<tr>
<td>view</td>
<td>Spiritual Leadership</td>
<td>0.74</td>
</tr>
</tbody>
</table>
Love to altruism | 0.79
Recognition | 0.84
Metacognition | 0.81

Fitness indices of model for SL are Chi-square 55.2 and 23 degree of freedom, then relative Chi-square can be estimated as 2.4 with regarding to these two indices. RMSEA is also 0.056 and AFI and AGFI are 0.89 and 0.87, respectively. Bentler-Bonnet normalized fitness index has also been estimated as 0.89.

Table 6. Results of confirmatory factor analysis for variable Spirituality in the workplace

<table>
<thead>
<tr>
<th>Index</th>
<th>Variable</th>
<th>Factor load</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meaningful work</td>
<td>Spirituality in the workplace</td>
<td>0.82</td>
</tr>
<tr>
<td>Solidarity</td>
<td></td>
<td>0.80</td>
</tr>
<tr>
<td>Consistency with organizational values</td>
<td></td>
<td>0.86</td>
</tr>
</tbody>
</table>

Fitness of model index for spirituality at work in the workplace is Chi-square 31.23 and degree of freedom is 15. Relative Chi-square is 2.08. RMSEA is also 0.031 and indices GFI and AGFI are 0.80 and 0.88, respectively. Bentler-Bonnet normalized fitness index has also been estimated as 0.83.

Table 7. Results of confirmatory factor analysis for variable evaluation the performance of managers

<table>
<thead>
<tr>
<th>Index</th>
<th>Variable</th>
<th>Factor load</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reliability</td>
<td>evaluation the performance of managers</td>
<td>0.76</td>
</tr>
<tr>
<td>Attitude</td>
<td></td>
<td>0.70</td>
</tr>
<tr>
<td>Quality of work</td>
<td></td>
<td>0.79</td>
</tr>
<tr>
<td>Initiative</td>
<td></td>
<td>0.75</td>
</tr>
<tr>
<td>judgment</td>
<td></td>
<td>0.70</td>
</tr>
<tr>
<td>Cooperation</td>
<td></td>
<td>0.80</td>
</tr>
<tr>
<td>Quantity of work</td>
<td></td>
<td>0.79</td>
</tr>
<tr>
<td>Security</td>
<td></td>
<td>0.70</td>
</tr>
<tr>
<td>Learning and personal development</td>
<td></td>
<td>0.82</td>
</tr>
<tr>
<td>person</td>
<td></td>
<td>0.74</td>
</tr>
<tr>
<td>Leadership</td>
<td></td>
<td>0.84</td>
</tr>
</tbody>
</table>

Fitness model indices for variable “evaluation the performance of managers” are Chi-square 150.1 and degree of freedom is 76. Relative Chi-square is 1.90. Model for evaluating the performance of manager index variable 150.1 square and the square 76 degrees of freedom relative is 1.90. RMSEA is 0.046 and indicators GFI and AGFI are 0.90 and 0.89, respectively. Bentler-Bonnet normalized fitness index has been estimated as 0.80.

Testing the hypotheses by using regression test

H1: spiritual intelligence has a direct, positive and meaningful impact on spirituality in the workplace

Regression between spiritual intelligence and spirituality in the workplace is 0.89. Given that significance level less than 5% or the same amount of error is considered, this assumption is confirmed with regarding to positive regression coefficient and significance level.

<table>
<thead>
<tr>
<th>Assumption</th>
<th>Regression coefficient</th>
<th>Significance level</th>
<th>Error</th>
<th>Confirmation/non-confirmation</th>
</tr>
</thead>
<tbody>
<tr>
<td>SI-spirituality in workplace</td>
<td>0.89</td>
<td>0.00</td>
<td>0.05</td>
<td>Confirmation</td>
</tr>
</tbody>
</table>

H2: SL has positive, direct and meaningful impact on spirituality in workplace
Regression between variables of SI and spirituality in workplace is 0.64 considering other variables stable. As significance level is considered less than 5%, then significance of effect of these two variables is affirmed. With regarding to positive regression coefficient and significance level, this assumption is affirmed.

<table>
<thead>
<tr>
<th>Assumption</th>
<th>Regression coefficient</th>
<th>Significance level</th>
<th>Error</th>
<th>Confirmation/non-confirmation</th>
</tr>
</thead>
<tbody>
<tr>
<td>SI spirituality in workplace</td>
<td>0.64</td>
<td>0.01</td>
<td>0.05</td>
<td>Confirmation</td>
</tr>
</tbody>
</table>

H3: Spirituality in workplace has positive, direct and meaningful effect on evaluation the performance of managers
Regression between spirituality in workplace and evaluation the performance of managers is 0.41. Since significance level is less than 5%, then significance of effect on these two variables is affirmed. Given the positive regression coefficient and significance level, this assumption is affirmed.

<table>
<thead>
<tr>
<th>Assumption</th>
<th>Regression coefficient</th>
<th>Significance level</th>
<th>Error</th>
<th>Confirmation/non-confirmation</th>
</tr>
</thead>
<tbody>
<tr>
<td>SI spirituality in workplace</td>
<td>0.41</td>
<td>0.002</td>
<td>0.05</td>
<td>Confirmation</td>
</tr>
</tbody>
</table>

Study the structural model(path analysis)
The present study is based on three main assumptions explaining the direct and indirect relationship among the variables. The following figure shows the fitted pattern and the severity of relationship among the variables.
In term of fitness indices, model has acquired the proper values. The following results were obtained about the effect of each variable on other variables in the model. SI has positive, direct and meaningful effect on spirituality in workplace as 0.51. SL also has positive, direct and meaningful effect on spirituality in workplace 0.30. Effect of SI in workplace on evaluation the performance of managers is positive and meaningful As 0.32. SI has also positive and meaningful effect on evaluation the performance of managers with spirituality mediation as 0.09.
Proper fitness of model indices including Chi-square are 105.3 and degree of freedom is 52. Relative Chi-square is 2.02, then model has good fitness. GFI and AGFI values are 0.90 and 0.92, respectively. RMSEA equals 0.051. NFI has been computed as 0.90 for this model.

Conclusion
Today, spirituality is considered as the most important human aspect. Non-recognition of meaning of life has resulted in more attention to spirituality than before. Since rational and emotional intelligence isn’t adequate for recognizing the meaning of life, then the intelligences beyond the normal ones should be used. In the present study, relationship between SI and SL and performance of Entrepreneur Bank of Tehran and effect of spirituality mediation in the workplace have been studied. This study is applied in term of aim and is survey-analytical in term of method. The statistical society includes 300 managers of Entrepreneur Bank of Tehran. First, an initial sample including 30 questionnaires from personnel was pretested. Sample size was computed as 153 with regarding to the sample. Since it was predicted that some questionnaire may not be sent back, 170 questionnaires were randomly distributed among the managers and out of them, 166 ones were sent back. Finally, 155 qualified questionnaires were used in analyzing the data.
In order to measure the variables, standard metrics used in the previous studies were applied. Cronbach-alpha has been computed as 0.84.
This study discusses the variables including gender, education and job experience of personnel.
As one of the requirement for applying latent variable approach in patterning the structural equations is the correlation among the research investigation, then Pearson Correlation analysis was conducted. The greatest correlation coefficient is related to the relationship between SI and SL. The smallest one is related to evaluation the performance of managers and SL. All obtained correlation coefficients are positive and significant.
Results of confirmatory factor analysis on SI, SL, spirituality in workplace and evaluation the performance of managers showed that all measurement models are appropriate and all numbers and parameters of model are significant. Among the dimensions of SI, one dealing with ethical virtues is the most important dimension. Among the dimensions of SL, recognition is the most important dimension. Leadership dimension is the most important dimension in evaluation the performance of manager dimension. Fitness of model indices imply the appropriateness of all measured models.
First assumption: SI has positive, direct and meaningful impact on spirituality in workplace: regression between variables SI and spirituality in workplace is 0.89. Since significance level is less than 5%, then significance of impact of these two variables is affirmed. In fact, results of this assumption affirm those of Etebarian et al, Harmer 2011, Iranci 2011, Farhangi et al 2009.
Second assumption: SL has positive, direct and significance impact on spirituality in workplace: regression between SI and spirituality in workplace is 0.64 with regarding to this fact that other variables are stable. Since significance level is less than 5%, then significance of effect of these two variables is affirmed. Results of this assumption affirm those of Belkai 2011, Dant 2015, Fry 2013 and Fry 2011.

Third assumption: spirituality in workplace has positive, significant and direct impact on evaluation the performance of managers: regression between spirituality in workplace and evaluation the performance of managers is 0.41. Since significance level is less than 5%, then significance of their effect is affirmed.

The present study is based on five main assumptions explaining the direct and indirect relationships among the variables. Model has acquired the appropriate values in term of fitness indices. The following results were obtained about the effect of each variable on other ones. SI has positive, direct and meaningful impact on workplace as 0.51. SL also has positive, direct and meaningful impact as 0.30. Spirituality in workplace has positive, direct and significant effect on evaluation the performance of managers as 0.32. Effect of SI on evaluation the performance of managers with spirituality mediation as 0.16. Effect of SI on evaluation the performance with spirituality mediation is positive and significant as 0.09.

Proper fitness of model indices including Chi-square are 105.3 and degree of freedom is 52. Relative Chi-square equals 2.02. Therefore, model has good fitness. GFI and AGFI values are 0.90 and 0.92, respectively. RMSEA is 0.051. NFI has been computed as 0.90 for this model.

In conclusion, increasing SI has resulted in increasing spirituality in workplace. Increase in SL in the organization has also resulted in increasing spirituality in the organization. Given this relationship, it can be said that SI and SL influence the evaluation the performance of organization through spirituality mediation.

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6. Fahimeh babalhavaeji . Department of Library and Information Science , Islamic Azad Univercity , Science and Research branch of Tehran , F.babalhavaeji@gmail.com , abbas ali rostami nasab , rostaminasab@uk.ac.ir , Martyr Bahonar University .


