Study of emotional capital (feelings of happiness and empowerment) and its role on the development of organizational goals Pars Jame Jam civil Company

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Abstract: The purpose of this study has been to determine the share of emotional capital (sense of happiness and empowerment) and its role on the development of organizational goals Pars Jame Jam civil Company. The present study has been done by correlational method. The Statistical Society is consisted of all employees of Pars Jame Jam civil Company. Simple random sampling method has been used to select the desired sample among personnel. The sample size has been determined 60 persons based on table Krejcie and Morgan. Collection tools have been Kashdan questionnaire of emotional capital, Schneider psychological empowerment questionnaire and accomplished organizational goal scale. Kolmogorov-Smirnov test, Pearson coefficient method and multivariate regression analysis have been used of analysis methods of data. The results showed that the raised hypotheses in the study are approved.

Keywords: emotional capital, a sense of happiness, a sense of empowerment, organizational objectives

Introduction

Emotions are an important part of people who live in the community, although, emotions are also appeared in other forms such as happiness, sadness, anger, fear and even confidence. The study of emotions has a very long history. Although these studies, based on the outlook that people is defined their life is different, but psychologists over more than a century, have defined three domains for emotions: "Recognition and thinking” and "Emotions" and "behavior and organizational theory", as well as emotions are considered as the output of existing relationships in community or organization (Hayat, 2011). Since 2000, researches which have been also focused on the role of emotions in even in the most rational decisions have been done on decision-making processes, function and performance. Emotional competencies play an important role in the final decision to choose between good and also the efficiency and performance. This competence in the conduct of all individuals in their daily lives has become a logical reaction. Since the emotional competencies play an important and vital role in many aspects of personal, social and economic of human beings, they can be considered as capital. Cooper (2007) did a study in 2007, believes that all the experiences that individuals acquire in the various stages of working life and their personal, will remain in their minds as emotional memories. During the earn experience, intellect of people has been suddenly caused to use emotions, and thus accuracy and efficiency is significantly increased decision process. Emotional capital is very important in organizations and daily lives: Despite its importance and applications is also applied as a kind of capital, as reinforcing variable. If other types of capital (Social, Humanitarian and Cultural) often complement each other, emotional capital will have a special place among other forms of capital. First, the emotional investment is accelerated establishing and improving of human capital. In fact, if there is or is little emotional investment, human capital, there never will be again. Despite the emotional investment has been necessary in the effective use of human and social assets and will be also encouraged and reinforce other forms of capital. Emotional competencies are acquired capabilities. So as emotional capital is reflected as a set of emotional competencies, is also created during the training process, in fact, this set of emotional competencies, before adulthood in the family and among colleagues, friends have been taught (Gendron, 2010).

Among found functions but less discussed of emotional capital is in the organization of happiness and the empowerment of individuals. And purpose it is that enables members of the organization whether they are employees or managers to manage their emotions in a way that promotes efficiency of the organization. Organization in particular, it is required employees to interact with customers in a way that true joy and pleasure of meeting needs in the perception to create them. It is expected that empowerment is created a sense of loyalty and sense of worth and happiness in the organization for employees (Saatchi, 2008). Empowerment is an innovative solution that seeks emotional bonds between people and the organization. In fact, all organizations that are as environments that members can also have joy, passion, obsession, pride and arrogance and sloth or vice versa have feeling of lethargy and their arrogance. More of these feelings were considered in the opposite direction and inappropriate for serious business world (Sutter, 2012). But recently, the feelings in the organization,
have been attracted many comments. Because they are part and an element of real world of people at work, and more and more people will be asked to do their daily tasks in terms of emotions. This is one of the goals is for every organization. Organizational goal is a goal that guides organization's efforts towards it. The organization should have two different target types: short and long term. Short-term goals are goals that the organization is trying to achieve them within about one or two years. Long-term goals are goals that the organization is trying to reach them in about three to five years. In the modern theory the combination of individual and organizational goals is propounded as "management by objectives", and its basis is based on participation and consistent approach between the individual and the supervisor in the order to achieve the goal that is caused Boost morale and sense of commitment. When the high efficiency of this process is that careful planning and coordination at all levels have taken (shot and Rosen, 2013), and emotional interaction between management and staff and personnel have been established.

In various studies (Haji Karimi et al., 2008, and Dreher and Ash, 2010), relationship of emotional capital with organizational outcomes has been proved such as gaining guardianship authority, leadership skills and job performance. In general, people in order to transfer of knowledge (organizational goal) and establishing relationships are needed for effective operations on the basis of self-confidence, courage and adaptability and abilities (emotional investment). So in order to investigate this matter and according to earlier research, the researchers have been investigated emotional capital (feelings of happiness and empowerment) and its role on the development of organizational goals Pars Jame Jam civil company, and research question has been formulated in this way whether is predictable the share capital of emotional (feelings of happiness and empowerment) and its role on the development of organizational goals Pars Jame Jam civil company? Mc Luhan was studied the relationship between feeling of empowerment with organizational goal of Florida municipal personnel according to family facilities. The results showed a significant correlation between a sense of empowerment and organizational goal (McLuhan, 2013). Gist & et al were confirmed a positive association between feeling of happiness and purpose and organizational efficiency (Gist & et al, 2013). A study by Aslaver and Kurt showed that competitive politics has a positive effect on emotional capabilities and performance of employees (Aslav and Kurt, 2011). Bonner and his colleagues in a study showed there is a significant relationship between between the emotional capital (capability) and employee creativity, so that emotional capital (capability) is necessary for efficient management, and inappropriate or excessive emotional capital (capability) team creativity in organizations can be decreased (Boehner and colleagues, 2013). Santis concluded there is a relationship between organizational goal creativity and innovation in organizations and emotional capital (capability). He stated that flexible structure leads not only to the development and progress in the implementation of new ideas and opinions, but the creativity of these structures is much more hard and inflexible structures (Santis, 2012).

Research Methodology

The present study is descriptive - correlational in terms of gathering information. Among the total target population of 66 students to a simple random sampling method is determined on the basis of farmers and Morgan table. Instruments are included: emotional capital questionnaires and psychological empowerment and organizational objective. In order to run the test after obtaining permission from company officials and sample selection questionnaires were answered by staff. The test was run individually, thus, after the satisfaction of participants, questionnaires were distributed and they were asked to answer the questionnaire accurately and honestly. In cases where some of the questions were vague and ambiguous without inducing a response to them, to clarify the concept of questions necessary explanations were given. To examine the hypothesis were used of Pearson correlation coefficient and in addition, to determine the share of investments in organizational goals of multivariate regression analysis.

Research hypothesis

Emotional capital (feelings of happiness and empowerment) is effective on the development of organizational goals Pars Jame Jam civil Company.

Research Findings

Descriptive indicators related to scale score of organizational goal show that the average organizational objective is 136.82 and standard deviation is 19.23. As well as the descriptive indicators related to empowerment scale score in the table shows that the mean and standard deviation of participants in empowerment is equal of 49.63, standard deviation is 7.93, and the mean and standard deviation of participants in happiness is equal of 18.25, and the standard deviation is 10.44. According to the above table regarding the distribution of participants' scores on measures of organizational goal and emotional capital (Empowering and happiness) a description of various indices such as mean, standard deviation, different indices, especially deviation and strain show that the distribution of scores of sample group in the measured variables is tended to be normally distributed. So to describe the variables of mean and standard deviation and to answer the research hypotheses can be used of parametric tests.
Kolmogorov - Smirnov test for normality of the research variables

One of the preconditions for the application of regression test for a series of variables is that are normally distributed error terms. For test of normality, they use of Kolmogorov - Smirnov test which is a type of nonparametric test. If the value of provided statistics of the test is more than %5, the statistical null hypothesis based on the normality of the distribution variables under investigation is accepted by 95. So at first this requirement is examined for the research variables. Due to the significant level of Kolmogorov-Smirnov test for all above-mentioned variables, is more than 0/050, the result is that the distribution of all the variables were not significantly different from the normal distribution. Thus, we conclude that the distribution of the variables was normal and to answer research hypothesis can be used regression.

Training of research hypothesis

Emotional capital (feelings of happiness and empowerment) is effective on the development of organizational goals Pars Jame Jam civil Company.

To review of the main hypothesis of research has been used of multiple regression tests. By entering the affecting variables in organizational goal respectively variables at a multiple regression model are shown as follows:

<table>
<thead>
<tr>
<th>SE</th>
<th>R²</th>
<th>R</th>
<th>P</th>
<th>F</th>
<th>Ms</th>
<th>df</th>
<th>SS</th>
<th>Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>21/187</td>
<td>0/285</td>
<td>0/169</td>
<td>0/013</td>
<td>18/214</td>
<td>886/414</td>
<td>2</td>
<td>4036/115</td>
<td>Regression</td>
</tr>
<tr>
<td></td>
<td>341/006</td>
<td>103</td>
<td>105</td>
<td>25633/123</td>
<td>29669/238</td>
<td></td>
<td></td>
<td>The remaining Total</td>
</tr>
</tbody>
</table>

As can be seen in Table 1, $R^2$ earned value(0/285) means that 28.5 percent of the variance in organizational goal by variables happiness and capabilities will be defined. The amount of R observed (169/0) also indicates that the linear regression model can now be used for prediction. In addition, the ratio of calculated F (18/214) at least of confidence level %99 is significant. The results in table format in the following significant regression coefficients in table 2 (b) has been provided.

Table 2: Summary of coefficients derived from regression

<table>
<thead>
<tr>
<th>Watson camera</th>
<th>VIF</th>
<th>tolerance</th>
<th>Sig</th>
<th>T</th>
<th>β</th>
<th>B</th>
<th>predictor</th>
</tr>
</thead>
<tbody>
<tr>
<td>2/031</td>
<td>-</td>
<td>0/001</td>
<td>8/521</td>
<td>17/957</td>
<td>Tolerance fix amount</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1/406</td>
<td>0/622</td>
<td>0/002</td>
<td>5/365</td>
<td>0/467</td>
<td>0/359</td>
<td>Empowerment</td>
<td></td>
</tr>
<tr>
<td>1/209</td>
<td>0/738</td>
<td>0/001</td>
<td>6/01</td>
<td>0/632</td>
<td>0/362</td>
<td>Happiness</td>
<td></td>
</tr>
</tbody>
</table>

Modified $R^2 = 0/281$, $F = 18/214 **$, $R^2 = 0/285$, $R= 0/169**$ significant at the level 0/01

According to the Durbin-Watson statistic in the above table is equal to 2/031. It can be said that target number has been within the allowable range, and therefore, errors have been lack of correlation, and can be used of regression. Also to demonstrate the lack of co-linearity between predictor variables (empowerment and happiness) are used of the two indexes of tolerance and increase factor of tolerance (VIF). Tolerance values in the table show none of the tolerances are close to zero and thus the problem is not caused regression analysis.

Increasing factor of tolerance has been reverse of tolerance, and whatever VIF is increased (Greater than 2),it is caused to be increased regression coefficients, and makes it difficult to predict regression can be said with the increase in VIF, regression coefficient variance estimate seems unstable. Large VIF values are a sign of multicollinearity. The values of tolerance variance of inflation factor show that none of the indicators are much bigger than 2, and are close to it. As a result, there is not a problem with using linear regression. According to the indexes of tolerance and VIF, it is observed that each of these indices for the independent variables were in good condition and if there are not multiple co-linearity.

The results in Table 1 it can be concluded that there is a significant correlation between the variables and organizational objective. As a result, evidence to accept of the main hypothesis is sufficient. Observing the beta value for the capability variable is equal of 0/467, and feeling of happiness is equal of 0/632 which means that is changed with a unit change in each of the two variables amount of staff tendency to organizational goals of Pars civil company to the size of the variable,
and calculated t values for each of the variables in the level of p<0.01 is significant. So with 0.99 can confidently say that both variables predictive power have the organizational goal.

Discussion and conclusion

Emotional capital (feelings of happiness and empowerment) is effective on the development of organizational goals Pars Jame Jam civil Company. The results showed that 28.5 percent of the variance in organizational goal by variables of happiness and capabilities feeling will be defined. The present study with research results have shown that the ability is caused to increase progress, and consequently the motivation is a part for progress in the future, and is aligned with empowering individuals even feeling of happiness and positive affection higher than the non-creative individuals. Lack of integration of Iranian sources of emotional capital and feeling of happiness in the theoretical framework is not achieved the possibility of comprehensive comparisons.

References


