



Spiritual Intelligence and Empowerment

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ABSTRACT

Spiritual Intelligence, a new thread is, content and research on small to be seen. Spiritual Intelligence, one of the most important factors affecting the empowerment of employees. Spiritual intelligence is the ability to use and develop spiritual values and qualities that can lead to physical and psychological well being of the person is. Since today's world, a world full of competition and the challenge is great, the organization's director of environmental turbulence, which improves the performance of its employees, to accept as a competitive strategy. It is associated with human spirituality, and it is a direct correlation between. People can use the spiritual intelligence activities and their lives, the way a deep and meaningful guidance. The use of religious patterns in everyday life can increase the consistency, and the empowerment of people. The purpose of this study is that, whether spiritual intelligence is able to empower, or not?

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Introduction

Including intelligence, spiritual intelligence, represents a different set of skills and abilities that each of the different forms of social structure, and history are displayed. The combination of intelligence and spirituality spiritual intelligence [1].

Accordingly, Zohar argues that spiritual intelligence born of deep insight into the events of life, and a person living in disaster-resistant, and by which people deal with problems of meaning and value, and it can be solved [2].

Spiritual intelligence is a kind of intelligence, the use of which people are able to work and lead a meaningful life in a profound way, the exercise of spiritual and religious patterns in everyday life, can increase the consistency and well-being of humans [3].

Spiritual intelligence into the inner life of the mind, and its relation to existence in the universe is connected. Spiritual intelligence is the ability to understand the deep spiritual questions, and insights from multiple internal and intelligence. Full consciousness of inner spiritual intelligence, deep knowledge of the object, substance, mind and spirituality. Spiritual intelligence is more mental ability of the individual, the individual's interpersonal relationships and psychological concerns. Knowing your attitude, excellent communication with others, the earth and the creatures of the cosmos. Including an adaptation of spiritual intelligence, and problem-solving behavior, that is, the highest growth rates in different areas of cognitive, moral, emotional, interpersonal, and individual ... included, in harmony with the surrounding phenomena, acquiring to assist internal and external integration [4].

Login concepts like morality, truth, belief in God, honesty, conscientiousness, sportsmanship, trust, forgiveness, kindness, consideration, Save sense in solidarity with colleagues, staff encourages a sense of peace and friendship and to research new in the field of management and organization, all indicate the emergence of a new paradigm, called spirituality at work. , grown in social life [5].

Changes and developments in the wider economic, health and management, new paradigms such as self-control, cooperation, integrity, work life, spiritual and traditional patterns

of command and control, and in order to govern the motion, concepts such as emotional intelligence and spiritual managers and leaders is a priority. In the past, the most important factor in the success of directors, which is based on the ability of linguistic intelligence, logical analysis and mathematical intelligence. However, recent studies showed that IQ is only a small part of the leadership and management [6].

Understanding of spiritual intelligence, as part of a wider system of personality can researchers feel about the issue, what parts of the personality associated Can, or the effects of the atmosphere. Five Factor personality patterns, backed by theoretical and experimental research of the most respected character models, is considered. These factors include mental ups convergence, extraversion, openness to experience, consensus-seeking, and conscientiousness.

According to the new structure of spiritual intelligence, and theories in relation to this matter, and its relation to empowerment, is very useful in this regard.

Necessity of Spiritual Intelligence

Compiling and providing organizational and management models in each country, based on a belief about the existence of, and the analysis is based on the world. All social systems, are based on a worldview. The purposes for which the school offers, invites them to follow the ways and methods to determine the need and Don'ts the composition, all on designing and developing social systems, and the administration of the organization influences. Given the topic of a particular religion, which is consistent with the outlook of the theory of affects. The most important effect of applied sciences of religion takes effect that the value of the result. The effect of behavioral and mental patients and staff leads the means to give [7].

Islam also implicitly spiritual intelligence, attracted considerable attention. For example, factors that affect the spiritual intelligence, virtue and piety in Islamic texts and exercises, routines, such as the creation of insight, reflection of the souls, fasting, praying, reading the Quran and honest reflection, is described in verses [8]. The most important factor in an organization's productivity, and ultimately the whole society, human resources and improve the prosperity of

society, and human resource development is because it lies. This is because organizations, with the help of experts in behavior and human resources, special attention employees are paid to breeding [9].

Hoseinpoor in their study, entitled "Spirituality as ring psychological empowerment and entrepreneurial behavior" showed that, between spirituality at work with employees' psychological empowerment There seems [10].

Klard to the conclusion that intellectual work environment, has a direct impact on the success of the organization, because the increased empowerment, and consequently reduce the mobility of employees, fatigue and absenteeism from work [11].

Nak Miliman tip and the investigation showed that the causal link between spirituality and enhance innovation in the workplace exists [12].

It can be said that the main reason for the interest in workplace spirituality, increase organizational effectiveness. Empirical evidence, positive relationship between work environment with creativity, honesty and trust within the organization, increasing the sense of personal fulfillment, etc. show.

The importance and urgency of the issue of spirituality and religion, especially spiritual intelligence, the various aspects of the new age feel. One of the requirements in the field of anthropology, according to the spiritual dimension of scholars, experts from the World Health Organization, in particular, the recent one being biological, psychological, social and spiritual definitions. Another necessity of addressing this issue, the emergence of tension spiritual quest and a clear understanding of faith and its application in daily life of people.

Background of the Study

Internal Research

In recent decades, the concept of spirituality and its applications in the world, especially in the Arab world is very important, so that concepts such as God, religion, spirituality, etc., were considered private Topics, into scientific research and academic debates, in the field of human sciences [13].

Spirituality of the most important variables, the empowerment and creative staff that mobilize. Between organizational spirituality and psychological empowerment, creativity, and job stress relationship, and there are positive [14].

In Islam, implicitly, the abundance of spiritual intelligence is, for example, factors affecting spiritual intelligence, virtue and piety in Islamic texts, along with daily exercise such as creation of contemplation, contemplation, souls, fasting, worship, Quran reading and meditating on the Scriptures faithfully, was considered. Qur'an high moral intelligent people, Olu Kernels trait, which means those who have realized the essence of truth, and the veil of illusions have passed. In general, the principles that have been raised on the basis of religion, such as the pursuit of unity behind the apparent diversity, find out the source of existence, and spiritual patterns detection and adjustment based on their behavior, are the main topics of spiritual intelligence. We can develop spiritual intelligence, humans foster religious, spiritual intelligence of compassion, kindness, integrity and reliance on significant differences teaches [15].

External Research

Spiritual Intelligence, a set of skills that, to improve the performance of their everyday lives and well-being of its use [16]. Spiritual intelligence, intelligence exteriors, the internal aspects of spirituality, integration, and thus the extraordinary capacity, the person makes, so that it can spirituality, the functional form used in the [17]. In today's world which is

increasingly the subject of commitment, creativity and initiative are heard, managers and leaders need some of moral values such as love, forgiveness, honesty, because having such properties can be employees contribute, so they are among the best in [18].

Definition of Spiritual Intelligence

Spiritual Intelligence, for the first time in 1996, was introduced by Stevens, later expanded in 1999 by Emmons. The rise of spiritual intelligence structures, as applicable intellectual capacity and resources, and the practical situation, the context and consider the practical situation. diagnosis, and organization skills and ability that requires the application of adaptive spirituality is defined. He proposes five components of spiritual intelligence, which include the following:

- 1) Capacity of excellence, beyond the physical and material world, and exalt it;
- 2) The ability to enter into the spiritual state of consciousness;
- 3) The ability to decorate activities, events and relationships of everyday life, with a sense of holiness;
- 4) The ability to use the intellectual resources, to solve life's problems;
- 5) Ability to conduct quasi virtues like forgiveness, thanked, humility and compassion. [15]

Spiritual intelligence about the relationship with the Creator of the universe. His intelligence is the ability to recognize the principles of life (natural and spiritual laws), and with respect to live according to the rules defined. He follows the principles of spiritual intelligence as follows:

- 1) Recognize and acknowledge the spiritual intelligence, ie believing in the fact that we are spiritual beings and physical life (in this world) is temporary.
- 2) Recognition of and belief in the moral superiority (ie God)
- 3) If the creature creator and we are there to guide.
- 4) The need to identify the purpose of life (despite what man calls), and accept the fact that some of the genetic capability, have been coded.
- 5) Know your place in God (personality reflects his understanding of God).
- 6) Understand the principles of life and accept the fact that, for a successful life and lifestyle decisions, in accordance with the principles of form. [15]

Spiritual intelligence of man, and the knowledge that comes from a higher dimension, where the evolution of intelligence empowers him to be creative and rules and roles, change its own, is capable of numerous modifications, and could transform the situation in the best shape. Spiritual intelligence occurs, we can not integrate spirituality into their daily lives.

The Concept of Empowerment

Empowerment means having a sense of personal power and freedom to use that power with certain restrictions [19].

Empowerment involves removing barriers to growth, encourage commitment to the goals, encourage risk-taking, creativity and innovation, and enable people to solve the problem, increase accountability and eliminate fear. Briefly empowerment, ending Anything that causes stunted growth, freedom, confidence and cooperation of the people [20].

The results showed that Armingo and Miguel spirituality in the workplace is associated with organizational commitment, so that people have a spiritual experience, more emotional sense of belonging to the organization, and experience a sense of belonging and Loyalty the organization, and experience a sense of belonging and loyalty to the organization [21]. Melik and Naim results also showed that the dimensions of spiritual

intelligence, positive relationship with organizational commitment of faculty members [22].

The results of this study and others suggest that the bird, spiritual intelligence with some elements of effective leadership, such as organizational commitment were higher. Forgiveness means going through error and ignore the mistakes of others [18].

Ren and Gary said that, as an important factor for the recovery of forgiveness, and a crucial element in creating a culture of engagement and commitment, between managers and subordinates [23].

Empowerment or (enabling) or delegating, creating conditions for improving the motivation of individuals to carry out their duties, a process that empowers individuals. In the process, we help our employees to improve their self-esteem, and a sense of powerlessness and helplessness of his master, and help the organization in achieving its goals.

Model of Spiritual Intelligence

King Model

King believes that spiritual intelligence, the capacity of the individual person, created, to understand the meaning of life, and to reach a higher spiritual status.

His four-factor model of spiritual intelligence offers. The elements of this model are:

- 1) critical thinking about the issues are: the capacity to think critically, to the metaphysical issues and the world, time, space, death and ...
- 2) Create a personal intellectual ability from the experience of physical, mental, to create personal meaning and purpose.
- 3) balanced awareness: the ability to identify aspects of the transcendental self, others and the world of consciousness.
- 4) Create alert status, access to higher spiritual positions including deep reflection, prayer and meditation, and out of it [24].

Model Zoher

Zoher conceptual model with 12 defines spiritual intelligence

- 1) Consciousness
- 2) Self-motivation
- 3) Central vision and core values
- 4) Holistic
- 5) Altruism
- 6) Acceptance of differences.
- 7) Independence vote
- 8) Humility
- 9) Tends to the basic whys
- 10) Ability to change the mental framework
- 11) Positive use of difficulties and challenges
- 12) The sense of mission [25].

Model Vaughan

Vaughan, to explain spiritual intelligence, offers a model that relies more on understanding the meaning of life. In addition, he is like Eymonz, believes that, like other intelligence and spiritual intelligence for problem solving and applications based on individual consciousness [26].

Model Eymonz

His people, spiritually intelligent, on counts 5 features:

- 1) The capacity for excellence and perfection, (moving towards the peak and beyond the boundaries of the physical world)
- 2) Access to higher levels of consciousness (experience deep states of consciousness)
- 3) The ability of God, and bringing holiness daily
- 4) The ability to exploit the intellectual resources, to solve the problems of life.

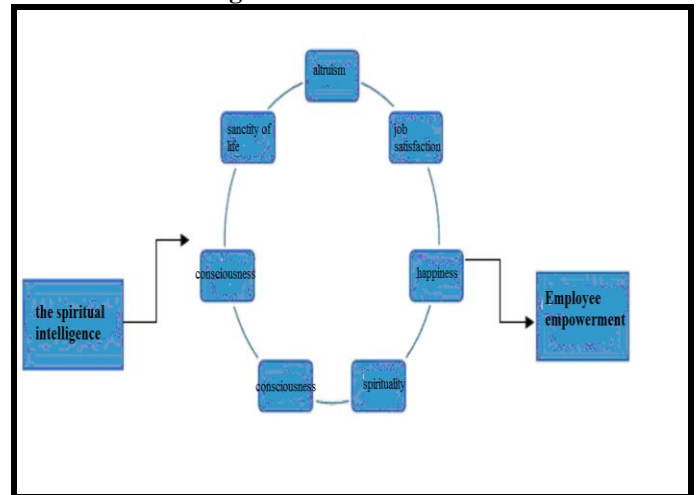
- 5) The capacity to conduct costly fee [17].

However, in response to criticism of Mayer, that is reinforced by the pious behavior, character and morality is relative, not the intelligence, Eymonz fifth factor aside, and as the first four elements of our model left [6].

Since the research and development, innovation is the most important single source, with emphasis on the implementation of innovative management, protection of diversity, motivation and excitement among their employees [27].

Eymonz, the spirituality, the angle of intelligence, attention, and states that spiritual intelligence, a framework for identifying and organizing skills, and abilities required, so that the spirituality of conformity individual variability increases [6].

Figure 1. Research Model



The spirituality of the people who have properties, such as faith, the ability to conduct a fair and compassionate in all circumstances, the sanctity of life, giving importance to material values, conscience, spirituality in business, philanthropy, a mission and ... in modern life, which is very complex, it is necessary, and vacancies in organizations today, more than ever felt. The characteristics of the organizations and individuals that are conducive to empowerment and performance, job satisfaction and happiness as well.

Continuous Learning Organization

The concept of continuous learning, with different names such as "continuous learning", "free learning" and "self-learning" will be remembered. Organizational learning, a fixed position or to limit, but a continuous process of adaptation to the environment and evolution, during which groups within the organization are encouraged to skills, knowledge and develop consensus about the destination. Greater knowledge and wisdom, and the pursuit of excellence makes it more possible for staff [13].

Spiritual Intelligence, the phenomenon is emerging, many management experts and organizations, as well as managers at different levels, has attracted. employees in the organization, and to create a basis of trust between employees. The concept of spiritual intelligence managers, in terms of the formation of radical change, and its effects on the environment, scientific benefits substantially, so organizations, managers opportunities to develop spiritual intelligence, provide to other agencies are more successful [28].

Meant to strengthen the ability to learn, to experience that comes from the track. Always learning over time, and in real life can be achieved. Control of this type of learning, it is difficult to produce a stable knowledge, and the ability to personalize

learning that, when dealing with different situations behavior is effective.

Discussion and Conclusions

One of the new concepts which, according to many experts in behavioral science, has attracted, spiritual intelligence. The main goal of the organization is to achieve efficiency. The most basic way to increase efficiency and effectiveness, in any organization, human capital requirements.

Having spent leadership skills, not enough for managers and staff, their training and coaching methods are needed. Human resources committed and with high spirituality, makes organizations today. Spirituality as a dimension of humanity, an important role in the life of all human beings.

Life should not tolerate that, this in turn makes the person in the organization will be involved in their problems, and with the hope to help more and higher performance. Today, the meaning and purpose of life, the effects of spirituality, the ability to behave in a fair and compassionate in all circumstances, the sanctity of life, giving importance to material values, altruism, idealism, a mission in life, it should be a priority for all of us, so in today's turbulent environment in your organization, helps in empowering employees and their commitment to our organization has done.

Resources

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