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Detection of factors affecting creation of spiritual capital in Educational Organizations (case study: second term secondary schools-educational office of Tehran province)

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Abstract
Background: This study aimed to identify factors contributing to the creation of intellectual capital in the organization of education. The research method is a descriptive and exploratory factor analysis method. A sample: directors and deputies of the second period Secondary Education Department of Tehran Province. Based on stratified random sampling method and based on a sample of 500 was calculated size formula. The research made questionnaire constitutes a measurement tool through which factors in the creation of intellectual capital was identified by the sample. Validity to help them with the help of factor analysis and reliability was confirmed by Cronbach's alpha equal to 78/0. And finally analyzed by factor analysis of main components were analyzed. The findings suggest that the amount of KMO is close to 1 is equal to 881/0. Bartlett test of sphericity is also characterized by a significant level of zero, which is smaller than the 05/0 show statistically significant. And the final outcome of the 9 extracted with PC using varimax rotated in total by performing factor analysis identified nine factors: Self-conscious, value-based and central vision, holistic and systemic approach, independence, spontaneity, sense of mission, altruism, accountability, change frame of mind Factors identified in order to create intellectual capital could have a significant relationship with the studied variables. So successful, in order to strengthen each of these factors will lead to the creation of intellectual capital in educational organizations.

Key words: *consciousness, value-orientation and vision, holistic and systemic approach, independence, spontaneity, sense of mission, altruism, accountability, change frame of mind.*

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1.Introduction

At recent decade, issue of spirituality has been taken into account by researchers so that it has been regarded as a type of intelligence. Significance of spirituality in organization has been considered as an important issue in interaction with customers and people in the society by managers, employers and researchers; indeed, use of spirituality implies resolving organizational and individual problems mentioned with an ability which is called spiritual intelligence. Maslow has known finding meaning in life as the man's major early concern. According to Maslow (1971), self-fulfilled person seeks to raise his existence to expand his knowledge to others and himself and use his personality at any work. This process is conducted via a larger series of values to put emphasis on beauty, goodness and life (Lari, 2014, p. 132). Kandi(2002) has known self-fulfillment at the area of individual competence and capability possible by arrival of spirituality to organization and introduced spirituality as a response to future challenges in management, concluded that meeting excellent needs of staffs is possible through spirituality. Most of managers have used it as a strategy to react to management changes. Mark Wigglesworth (2002) knows spirituality as the man's internal need to make relationship with a creature beyond him, stood in two categories, i.e. vertical category which refers to a sacred creature unlimited to place and time which is the superior source of superiority and self- Consciousness. The humans tend to make relationship via such source. The second category which is called horizontal category includes all the humans to whom people tend to serve. McDonald (2000, 2009, and 2011) has proposed a multidimensional model as a plot for the content of spirituality range; five dimensions of spirituality in McDonald's model include:

1- Cognitive Orientation Toward spirituality: certain religious expectations, trends and beliefs to reality and significance of spirituality in daily personal performance and well-being.

2- Experiential/Phenomenological Dimension (EPD): this calls to the experiences which are spiritual including mysterious, super-personal and religious experiences.

3- Existential Well Being (EWB): sense of meaning and purpose of expectation from himself as the controller of the internal challenge of existence.

4- Para Normal Beliefs(PAR): the beliefs which relate to para normal events such as beliefs related to magic or spiritualism

5- Religiousness (REL): Spiritual celebration through true religiosity, deeds, lifestyle (such as prayer, meditation, attending religious ceremonies) , similar to the concept of religious orientation(McDonald, 2011).

Spirituality as intelligence

Gardner (1999) has proposed the reasons and evidences for other types of intelligence. According to Gardner, one of the aspects of mind is thinking about things beyond human understanding; since the affairs are larger or smaller than what are directly understood, they have been made with the concept of spiritual intelligence at the area of organization and management by Zohar and marshal(2000) and Immunes (2000) (Ghorbani, 2012, p. 74).

Spiritual intelligence such as a variety of intelligence has major goals as follows (Golin, 2004).

- The ability and skills to develop and maintain contact with ultimate source of all creatures
- Success in search of life's meaning
- Find a way to direct the people in life
- Understand the spiritualties and values in life in interpersonal relationships (requires Azeri, 2014: 113). Applications of spiritual intelligence in person's life can facilitate his relationship with himself, others and God especially fostering person's self-consciousness. With emphasis on person's beliefs, spiritual intelligence enables to facilitate and improve awareness and feeling of relationship with god (Nazel, 2004, p. 5). Use of spiritual intelligence in organizational leadership, attention to integration and use

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of spirituality in organizational performance and leadership effectiveness have increasingly grown (Amram, 2009). Spiritual intelligence includes the cases below at work environment:

1. Create a clear sense of individual identity at environments with changing labor relations
2. Find and deploy deep inner resources that give us the possibility to attention to others and the ability to comply with them
3.the ability to understand real meaning of events and and the ability to give meaning to work environment
4. Identify and align values with individual and organizational objectives
5. -living with values without compatibility of the weakness, resulting in sense of personal cohesion
6. -understand detection of proper reason for your thoughts and behaviors and the ability to influence them (Zarei Matin, 2011).

Morgan believes that spiritual intelligence increases through increase of openness and various points of view, high senility to experience of the realities such as excellence state and spiritual issues, deeper understanding of symbols and representation of myths(Nazel, 2004). Spiritual maturity as one of the aspects of spiritual intelligence includes a degree of emotional and moral maturity and moral behavior and spans empathy to others regardless of age, gender, and ethnicity. It can say that spiritual maturity refers to an extensive and deep outlook found with consciousness and included the linkage between the mind's internal lives with external life. Self- Consciousness is required to increase spiritual maturity. Hansen (2001) has pointed out to this point that staffs' needs have changed based on type and volume, stated that current organizations will be successful in case they meet staffs' social, mental and biological needs. Spirituality in organization refers to an emerging rule which can raise a strong force for people's life and this strong force will come to realize when labor life is tied with spiritual life of staffs. Integration of spirituality with labor life causes the individuals to have more satisfaction with their work life. In addition, spirituality at work environment can raise hardworking and responsibility for the community and organizations. This has been regarded as the most important duty faced by current communities at the third millennium (Jeihel, 2012, p. 14). Intelligent staffs select the organizations for their work which help them to receive their existence at work. Bradley has stated that many of us spend a lot of time working, it would be a shame if we cannot find God there (Ganj khanlo, 2014, p. 19). The components of organizational spirituality from point of view of Siomn are as follow:

Meaningful work

Spirituality outlook puts emphasis on this meaning that work is not just a tool for attractiveness and challenge, but is an effort to search a deep meaning and goal, finding the person's dreams, how to meet needs of life through search of meaningful work and assisting others (Mitroff, 2003, p. 375).

Sense of belonging in organization

Meinl and his colleague (2000) mentioned that such level of spirituality encompasses emotional and spiritual bond based on which the organizational groups develop. Significance of belonging has lied on this point that such component encompasses a stronger feeling of relationship between individuals in form of support, freedom of expression and general care (Ganj Khanlu, 2014, p. 24).

Alignment with organizational values

Alignment with organizational values has grounded on this logic that collective goals are larger and more constant than individual goals, so that any one should collaborate with others. Alignment implies that staffs believe that managers and colleagues in organization have proper values and give priority to prosperity of staffs and welfare of society.

Intellectual capital

Marshall and Zohar in their study which had been resulted in elaboration of intellectual intelligence introduced the term "Intellectual capital" to the world of management in 2004.

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Self Consciousness	Determination of values and visions	The ability to face problems
Know who are you and how you make relationship with your surrounding world	Our humanity will be specified in our values and visions	Coping with problems and mistakes
holism	diversity	Independence
Observe the relationship between affairs and things and expect everything	Coping with diversity, e.g. seeing various aspects of any person and encouraging to know value of these differences	The psychological term which means courage
Tend to ask why	The framework about issues	Spontaneous
Ask human questions and find fundamental responses	Observe phenomena at wider areas	Engage in actions based on accountability to the world

Table 1. Indices of intellectual capital

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Sum of squares after Varimax rotation			eigenvalue			Component
Density percent	Variance percent	eigenvalue	Density percent	Variance percent	eigenvalue	
10.122	10.122	2.935	25.660	25.660	7.441	1
19.408	9.286	2.693	34.060	8.400	2.436	2
28.638	9.230	2.677	41.718	7.658	2.221	3
37.855	9.216	2.673	49.075	7.357	2.134	4
45.441	7.587	2.200	54.998	5.923	1.718	5
52.507	7.066	2.049	60.657	5.659	1.641	6
59.531	7.024	2.037	65.431	4.774	1.384	7
66.512	6.981	2.024	69.578	4.148	1.203	8
73.207	6.696	1.942	73.207	3.629	1.052	9
			76.563	3.355	973.	10
			79.344	2.781	806.	11
			81.721	2.377	689.	12
			83.849	2.128	617.	13
			85.770	1.921	557.	14
			87.641	1.871	543.	15

Table 2. Eigenvalue, variance percent and density variance for exploratory analysis of the factors affecting creation of intellectual capital

They have considered this capital as the major need of organizations and mentioned 12 indices introduced for intellectual intelligence as the features of intellectual capital and elaborated role of this capital in the organization as much as possible.

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results from sphericity test in exploratory analysis		
881%		Sample adequacy indicator
4391.281	Chi-square	sphericity test
406	Freedom degree	Bartlett
0.000	Sig	

Table3. KMO sizes and results from sphericity test in exploratory analysis

Why intellectual capital raises enrichment of human life lies on this fact that it has changed the humans' outlook toward life and this outlook has centered on focus on the world. Intellectual capital refers to that belief and mission which has been put on all humans' shoulder, so that humans should learn who they are, where they have come from and to which extent their understanding from their effect is on the environment around them so as to reach to it. With regard to what mentioned above, it is specified that intellectual capital affects stability of humanity future and enriches daily life of humans.

Features of intellectual capital

Transformational nature

Marshall and Zohar (2004) have considered intellectual capital based on transformation which starts from individual level and extends to social level. From their point of view, social transformation starts from individual level and requires intellectual capital. this concept is used for organizations, that is, the organizations which are enriched with intellectual capital are not stable but are evolutionary.

Creation of a strategic advantage

Marshall and Zohar (2004) have stated that intellectual capital is a capacity to bring about development, while social capital is a stagnant concept. This development requires changing thinking style and making a new trend in life; they believed that the organizations with high intellectual capital have higher competitive advantage at market.

The capability of capital conversion

Intellectual capital empowers the quality of social relations and changes from instrumental goals to approval of any person's internal values. This raises more intellectual capital. Features of self-realization and inner being of intellectual capital refer to the features which have made this capital unique among a variety of capital (Palmer, 2013, p. 57).

Research method

The present research is an applied study in sake of aim and quantitative study in sake of data; since no variable is controlled, the descriptive method has been used and factor analysis model has been used to detect effective factors. The statistical population consists of directors and supervisors at second term secondary schools- educational office of Tehran province among which 500 persons were selected as sample group via stratified random sampling. A research-made questionnaire has been used as the measurement tool in the present research, prepared based on theoretical literature of research and experts' viewpoints. Ultimately, the major components have been analyzed and detected via factor analysis test.

Findings

The early statistical features or PCA method were used to analyze major components so as to determine effective factors and confirm organizational validity of questionnaire. In exploratory factor analysis, 29 items of the questionnaire were considered in analysis of major component at the first stage, which the results from KMO sizes and results from sphere city test have been displayed in table below.

As seen in this table, KMO value equals to 0.881 which approaches to 1. Further, sig of sphere city test equals to 0 which is under 0.5,

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Component	Variable
self-consciousness change in mind framework transformation holism axial outlook welcome diversity independence to vote sense of mission self-stimulation	intellectual capital

Table4. Identified factors via analysis of major elements to detect effective factors in creation of intellectual capital.

thus it can conclude based on two criteria that performing factor analysis will be justifiable based on correlation matrix in sample group under study. The second output is variance determination which the results in this table determine that sum of items have been saturated from several significant components.

Component

As seen in this paper, eigenvalues of 9 components are greater than 1, so that these 9 components determine 73.21% of variance. By factor analysis on 29 items of the questionnaire, 9 factors have been detected and named regarding subject of research proposed as follow:

Discussion and conclusion

The first factor: by gaining 25.66% of total variance, 10.122% of common variance is determined, under which it can call this factor as self- consciousness among members of organization.

The second factor: by gaining 8.400% of total variance, 9.286% of common variance is determined, under which it can call this factor as change in mind framework among members of organization.

The third factor: by gaining 2.22% of total variance, 9.23% of common variance is determined, under which it can call this factor as transformation among members of organization.

The fourth factor: by gaining 7.357% of total variance, 9.21% of common variance is determined, under which it can call this factor as holism among members of organization.

The fifth factor: by gaining 5.92% of total variance, 7.58% of common variance is determined, under which it can call this factor as axial outlook among members of organization.

The sixth factor: by gaining 5.65% of total variance, 7.06% of common variance is determined, under which it can call this factor as welcome diversity among members of organization.

The seventh factor: by gaining 4.77% of total variance, 7.02% of common variance is determined, under which it can call this factor as independence to vote among members of organization.

The eigth factor: by gaining 4.14% of total variance, 6.98% of common variance is determined, under which it can call this factor as sense of mission among members of organization.

The ninth factor: by gaining 3.62% of total variance, 6.69% of common variance is determined, under which it can call this factor as self-stimulation among members of organization.

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