

**STUDY THE RELATIONSHIP BETWEEN SPIRITUAL QUOTIENT  
AND ENTREPRENEURSHIP IN ISLAMIC AZAD UNIVERSITY OF MASHHAD**

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**ABSTRACT**

Amongst all quotients, Spiritual quotient is the main one. Spiritual quotient has a great influence on the lives of who apply it and improve it. Moreover, entrepreneurship is efforts which are related to creating and innovating in an organization. The efforts are taken place inside or outside an existing organization. The study has conducted to study the relationship between spiritual quotient and entrepreneurship of employees. The research is applicable and descriptive-correlation. Statistical population of the research includes all staff of Islamic Azad University of Mashhad (458 individuals) and the sample is 208 people according to Cochran and Krejcie & Morgan. The questionnaires of spiritual quotient et al (Chronbach Alpha, 0.824) and Scarborough and Zimmerer entrepreneurship (Chronbach, 0.897) were applied for gathering data. Spss software was used for analyzing data. The finding reveals the positive and meaningful relationship between spiritual quotient and entrepreneurship. The results illustrate that people with high level of intellectual intelligence have more entrepreneurship compared to people with low level of it.

**Key words:** Intelligence, Spiritual Quotient, Entrepreneurship, Azad University.

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**1. INTRODUCTION**

From ages ago, conceptual intelligence has searched about dimensions, features and their sorts (Ghobari et al, 2007). Although there have been many efforts for studying intelligence event, there have not been any exact definition and even various dimensions because it is very complicated and it has a lot of related factors (Samadi, 2006).

Generally, intelligence is the ability of thinking, planning, creating, problem solving, and reaction, deciding and learning (Nobel, 2000). Based on improving complexity and competition in today's world, which is following prompt changing in international environment and changes from industrial society to information society and changes from national economy to global economy, entrepreneurship in a stimuli engine of economical improvement because it can lead to economical improvement, increasing productivity, creating jobs and social welfare (Ahmadpour et al, 2004). In spite of the increasing speed of entrepreneurship activities in several countries, the age of entrepreneurship in Iran is less than 5 years and the debate has not considered seriously. It just follows informally by non-profit organizations. Believed that the following researches should be carried out:

- 1) Why, when, and how individuals can seek, discover and follow the opportunities?
- 2) Why, when and how various methods of organizing and resource leveraging are applied for exploiting opportunities?
- 3) Why, when and how economical opportunities are appeared (Chrisman, 2006).

Some outstanding experts such as Stivenson 1993, Shompeater 1994, emphasized on the idea that entrepreneurship is the key of improving and developing economy in a country (Chrisman & Keller Manns, 2006)

It is seemed that because spiritual quotient makes people creative, it gives the ability of differentiating and choosing because it helps them to replace rules and plays with borders. It makes us full perception and kindness. It also helps us to see limitations (Farhangi et al, 2009). People with high-level of spiritual quotient has more entrepreneurship.

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As a result, the main hypothesis is considered as following: "There is a meaningful relationship between spiritual quotient and employees' entrepreneurship in Azad University of Mashhad. The sub-hypotheses based on main hypotheses are as following:

- 1) there is a meaningful relationship between total thinking and belief dimension of entrepreneurship of employees` in Azad University of Mashhad.
- 2) There is a meaningful relationship between the ability of facing and interacting and employees` entrepreneurship in Azad University of Mashhad.
- 3) There is a meaningful relationship between fabulous behavioral features of spiritual quotient and employees` entrepreneurship in Azad University of Mashhad.
- 4) There is a meaningful relationship between self-awareness, interest of spiritual quotient and employees` entrepreneurship in Azad University of Mashhad.

## **2. LITERATURE REVIEW**

### **2 – 1 Intelligence**

It is wonderful that intelligence coefficient has been considered in less than 100 years. The primitive tests about calculating intelligence were done at the first of 21<sup>st</sup> century. Intelligence is a mental ability which is vital for choosing, adapting and forming environmental content. Strinberg suggested a model which has three parts: 1) Academic intelligence: Which is calculated by IQ classed tests. 2) Practical Intelligence: Which is growing through gathering knowledge for solving daily problems? 3) Creative intelligence: Which is the symbol of combination abilities? They can face problems with new methods and avoid thinking in a common way (Saghravani, 2009).

Intelligence is a balanced state of all consecutive compromise talent which are emotional, acquired, moving and knowing and also all attractive and adaptive interaction between body and environment. (Peaget, 1960). Intelligence is a behavior of solving (adaptive) problem in order to facilitate practical aims and directing adaptive growth. He assumed intelligence as a group of abilities which are exploited for solving problems and creating new outputs. Generally, intelligence makes fitness between a person and environment and gives the methods of interacting to the individual. It also gives the ability of knowing the problem, suggesting solutions for the problem, discovering efficient methods of solving problems are all the abilities of an intelligent person (Gardner, 1993).

Myers (2000) believed that all kinds of intelligences manifest mental performance of a person and are a collection of abilities such as: problem definition, creating a strategy for solving the problem and allocating resources to them.

Nasel (2004) presumed intelligence as behaviors of solving problems through adaptive method, which its direction is based on practical aims which leads to make increases in a person`s adaptive behaviors decrease internal conflicts. The definition requires overcoming to obstacles and solving problems to reaching the aims.

Generally, intelligence is the ability of thinking, planning, creating, adaption, reaction, making decision and learning. (Nobel 2000)

### **2 – 2 Spiritual Quotient**

Intelligences are dividing to some groups as following: Physical quotient (PQ), Intelligence quotient (IQ), Emotional quotient (EQ) and spiritual quotient (SQ). Nowadays, it is said that IQ and EQ cannot be responsive to everything. Human beings need the other factor which is called spiritual quotient. (Sohrabi, 2008). Spiritual quotient is a practical aspect of spirituality. The quotient is a base of all subjects that we believe them. It also is a base of beliefs, values, actions and structure of our lives. Spiritual quotient provides human being`s accessibility to the meaning, values and uses of them in the method of thinking and making decision. It also complete human being and gives it unity. Spiritual quotient combines spirituality and quotient in a new structure. Generally, the creation of spiritual quotient structure can be considered as a usage of spiritual quotient and recourses in practical fields and situations.

Spiritual quotient has a great impact on the lives of people who use and improve it (Farhangi et al, 2009). At least, it has five skills and applications which can involve a part of basic knowledge and leads to behaviors which causes adaption to environment. The skills are as following:

- 1) Capacities and vacancies to improving physical and financial affairs: which means utility of the world?
- 2) The ability of experiencing a high level of self-awareness
- 3) The ability of investigating and filtering experience and routine activities which are related to the person with belief and spiritual emotions.
- 4) The ability of applying spiritual resources in solving life`s problems.

5) The ability of doing thus affairs such as scarifying and etc. (Samadi, 2006). Spiritual quotient gives a total view about life, all experience and events and make them able to pay attention to a framework and interpret its experience again and also deepen its knowing (Ghobari Banab et al, 2009).

## **2 – 3 Entrepreneurship**

The word of entrepreneurship based in the literature of France in 17<sup>th</sup> and 18<sup>th</sup> century. The world is for a person who wants to increase benefit, responsibility of an activity or an important project through using opportunities and accepting risk (Littuen & hannu, 2000). The word roots in a French world of “entrepreneurship” which means “undertake” (Cochran 1998). The word translated to English by Ostvart Mill to English in 1848 (Khniifer, 2006).

Stevenson et al assumed that entrepreneurship is a process in which opportunities follow by individuals (for an organization or themselves ) without paying attention to the sources which are under control (Hurley 1999).

Schumpeter applied entrepreneurship as a force / power which makes economy involved and called it as “creative ruin”. His entrepreneurship has three main characteristics:

- 1) Entrepreneurship is perceived from the past, but it cannot be predicted practically through using typical rules and existing facts.
- 2) Entrepreneurship forms long-term events and results and changes social and economical situations to create suitable situations.
- 3) Repetition and quantity of entrepreneurial events depends on rational quality of force, individuals` decisions, affaires and behavioral patterns. (Tony & Lai 2001)

Entrepreneurship always carries creativity and innovation. Drunker (1985) believed that creativity and innovation are in need of each other. Consequently, entrepreneurship is not apart from creativity and innovation.

Furthermore, schein (1994) assumed that entrepreneurs set up new jobs due to innovation and creativity more than economical motivations.

Entrepreneurship is a process that exploits opportunities for producing future products and services, discovering and evaluating them. An Entrepreneur is a person who looks at environmental changes as an opportunity and exploits productive factors for creating new products and services (Moghimi, 2005). Entrepreneurship means changing new ideas to products and services. The results of the change are increasing productivity, creating wealth, welfare and creating jobs (Ahmad pour, 2002).

Hisrich (1990) believes that entrepreneurship is a process of creating values and differences through allocating enough time and efforts with financial, spiritual, social risks and also receiving financial rewards and satisfaction. Entrepreneurship is a process that an entrepreneur starts new small economical activity with his own asset (Drucker 1985). Entrepreneurship is a trend to take logical risks in various fields of personal and financial and then is vital affair for calculating optimal advantage. (Cathy Ashomre 2004). Entrepreneurship is a process that follows the opportunities without paying attention to their sources (Hurley 1993). Some researchers defined entrepreneurship as just “being alive in e business” (Foley 2003, Robinson & Sexton 1994, Hormaday 1971). Economics also assume that Entrepreneurship is not just an economical activity, it is over-economical event and it does not have economical nature (Drucker 1985).

Generally, entrepreneurship is an unlimited and crucial resource of all human society. The source turns back to human being`s creativity. On one hand it is too cheap, on the other hand, it is valuable and unlimited (Ahmad pour, 2000). Entrepreneurship is creating a business, leveraging resources, changing opportunities to outputs, and offering new products which cause creating jobs for yourself and others and also creating added value. An entrepreneur is a person who creates a business through exploiting existing resources, using creativity, finding opportunities and accepting risk (Salarzade, 1997).

Entrepreneurship is the most crucial economical improving and developing source in most countries. The effects are crystal clear in all parts and levels of a society specially in innovation, competition, general hygiene, creating jobs, forming industry and new business (Mouris et al, 2005).

## **2 – 4 An Entrepreneur**

An entrepreneur is a person who can find new job opportunities of new business or new financial ideas with required applicable methods for creating jobs. Also, it should be able to give ideas to others or set up a new economical agent (Gerami nejad, 2006).

From Shiny points of consideration ``An entrepreneur is a person who produce new products and offers new services through discovering and assessing opportunities via exploiting new methods of organizing, markets, processes, raw materials and structures ( Brush et al 2006 ).

In Cuie `s opinion ``An entrepreneur is a person who creates a job and manages it by obtaining benefit and growth (Ahmadpour, 2002).

In other definition entrepreneurship is called “economical improving and developing engine in society” by entrepreneurial economists. (Schumpeter 1934).

Some others pointed out to taking risks as a key factor for defining entrepreneurship (Lyles, 1995, Lyles,1995,Palmer,1971,Marlow & Strange1994).

In Islam, an entrepreneur is a person who can use his physical, financial and expert abilities for acquiring Halal benefits by God`s wiling. An entrepreneur attempts to improve his job information by power, creativity, innovation, proper decision, paying attention to work ethics and discipline. She/he can change her/his job environment to a productive, active, happy and God like environment (Moghimi, 2005).

## **2 – 5 Previous Researches**

In the field of the relationship between spiritual quotients and entrepreneurship, there have been no direct researches which have been carried out by researches. However, there are various researches about each element in Iran and even abroad.

The relationship between spirituality and mental health has been considered recently (Ghobari banab et al 1388).

Researches reveal that spirituality has a great impact on physical and mental health (Koenig 2001)

Fabricator et al (2000) in their studies found out that spirituality has influence on satisfaction. Sorajjakol et al (2008) also assumed that spirituality plays a pivotal role in depression. They also believed that the level of depression in spiritual people is less. Furthermore, Daaleman (2006) revealed that there is a meaningful relationship between spirituality and depression. In other words, people with high-level of spirituality have less depression symbol. Hoseinian and Manouchehri and Alavi (1383) also pointed out that there is a relationship between vitality feeling and mental health variable with decreases in mental disorders and increases in mental health. Hey and Moris (1987) believe that spirituality root and spirituality experience are beneficial for human`s health (Azhdari Fard et al 1389). Aliani and Mihan (1983) conducted a research on 369 students at university which illustrated that the more people believe in praying, the less stress they have. Mc McCullough, Hoyt, Larson, Koeing and thoresen (2000) based on an analysis of 42 academic reports pointed out the relationship between the level of death and finding jobs in belief affairs. The researchers according to the finding found that the more people have jobs in religious parts, the less they die. The researchers also manifest that being belief helps people to encounter challenges in stressful occasions (Ghobari Banab et al 1388).

About entrepreneurship, a lot of researches have been also done as following: “Offering a proper perceptual framework of entrepreneurship in state part” which was conducted by Ali Jahangiri et al. In the research, the most significant theories of entrepreneurship, organizational, state and entrepreneurship are studied and also the primitive pattern of theatrical foundations are extracted. Afterwards, it is tested in state organizations. The results reveal the main entrepreneurial structures in individual elements.

In other research, Mojtaba Amiri (2008) carried out a research about “the limitation of setting new businesses”. He studied the future obstacles of entrepreneurship which were participated in entrepreneurial training courses and business skills in Tehran.

The findings of the research reveal the role of modifying variable ``Entrepreneurship personal feature`` and the influences of obstacles on the trend of setting up new business which was the main academic contribution in developing entrepreneurial knowledge.

Rahmatollah Gholipoor et al (2008), also did a study about ``The study of influential elements on finding entrepreneurial opportunities in information technology field`` that the following findings were achieved: Independent variables of prior knowledge, the existence coach in information technology industry and self-influential feeling have positive impact on finding entrepreneurial opportunities in the field. Also, the comparison between weak and strong social connections with strong connection present that weak social connection has more impact on finding entrepreneurial opportunities.

Saremi et al (2008) in a study about ``the study of the impact of influential factors on the process of knowing entrepreneurial opportunities among chosen entrepreneurship`` studied why, when and how some people are able to discover entrepreneurial opportunities compared to others who cannot. The results reveal that there is a meaningful relationship between entrepreneurial intelligence, the personal characteristics of an entrepreneur social networks, basic knowledge and pioneer forces with knowing entrepreneurial opportunities.

### 3. RESEARCH METHODOLOGY

#### 3 – 1 Research Methodology

The current research is applied and based on its aims, is descriptive-correlation. The main tool of testing in the research is a standard questionnaire. The first questionnaire is a spiritual quotient with 42 questions (Baadi et al 2009) with Chronbach alpha of 0.824. The questionnaire has 42 questions in 4 headings which each question was coded according to 5-scale likert. The second questionnaire is a 10-question entrepreneurial questionnaire of Scarborough and Zimerer (1990) with Chronbach alpha 0.897.

#### 3 – 1 – 1 Statistical Population

In the research according to time and place of the research, firstly the exact statistical population has been chosen and then the method of sampling was chosen. Statistical population of the research is the whole of Islamic Azad University of Mashhad which is 458 and the sample according to Morgan`s formula is 208. The method of sampling is accidental.

$$n = \frac{458 \times 1.96^2 \times 0.5(1 - 0.5)}{458 \times 0.05^2 + 1.96^2 \times 0.5(1 - 0.5)} = 208$$

#### 3 – 1 – 2 Research Variables

Independent variables: Spiritual quotient with ``total thinking and belief dimension ``the ability of facing and interacting problems``, ``Paying attention to moral characteristics``, ``self-awareness, interests`` factors.

Dependent variable: Entrepreneurship record of service

Moderator variables: –sex –age –record of service –educational level –statistical methods

In the research descriptive and exploratory method was used for analyzing data. In descriptive statistics, frequency tables and percentage, mean and average deviation and in exploratory statistics Colomogrove Smirnof were used for the normality of variables and also Pearson correlation test was used for testing research`s hypotheses.

Spss / pc ++ (ver 16.0) was used as a software.

#### - Variables Normality Test

If the meaningful level of the test is 0.05 or less, it can be mentioned that the variable is not normal otherwise it is normal.

Variable	Mean	Average/Devotion	Z (Colomogrove Smirnof)	Meaningful Level	Result
<b>Spiritual quotient</b>	151/43	14/752	0/981	0/29	normal
<b>Total thinking and belief dimension</b>	48/88	5/594	1/213	0/105	normal
<b>The ability of facing and interacting problems</b>	43/85	9/432	1/019	0/251	normal
<b>Paying attention to moral</b>	23/03	4/349	1/093	0/193	normal
<b>Self-awareness and interests</b>	26/59	4/258	1/301	0/068	normal
<b>Entrepreneurship</b>	47/92	18/971	0/694	0/721	normal

#### Study the demographic features of samples

**Table 2:** Separating sample data based on demographic features.

Sex	Female (21/6%)	Male (75/5%)
Marital Status	Married (88/5%)	Single (9/6%)

<b>education</b>	Diploma and Undergraduate/ (21/2%)	Bachelor of Science (44/1%)
<b>education</b>	Associate (15/4%)	Master of Science and PhD (14%)

<b>Descriptive item</b>	<b>Age (year)</b>	<b>Record of service (year)</b>
<b>Mean</b>	41/89	16/24
<b>Average deviation</b>	7/394	6/513
<b>At least</b>	20	0/5
<b>At last</b>	60	29

#### 4. FINDINGS

In order to find the proper statistical method, firstly pre-hypotheses of entering to the test were studied. Colomogrove Smirnof test was used for testing the normality because the variables were in trend. After making sure of data normality, Pearson correlation test was exploited. Also, the meaningful level is  $p < 0.05$  and virtual was considered for statistical comparison.

Main hypothesis: There is a meaningful relationship between spiritual quotient and entrepreneurship of employees in Islamic Azad University of Mashhad ( $p < 0.05$ ).

If Y is considered as employees` creativity, and X as spiritual quotient variable, F is a Pierson correlation coefficient between employee`s spiritual quotient and entrepreneurship. The following hypothesis should be tested due to be in trend variables through پیرسون correlation test.

$$\left\{ \begin{array}{l} H_0: \rho = 0 \\ H_1: \rho \neq 0 \end{array} \right.$$

There is no meaningful relationship between employee`s entrepreneurship and spiritual quotient.

There is a meaningful relationship between employee`s entrepreneurship and spiritual quotient.

Zero hypothesis means there is no relationship between X and Y variables. H1 means there s a meaningful relationship between two variables. The rules of H0 in comparison with H1 are as following:

If the meaningful level of the test is less than 0.05, H0 rejected and H1 is accepted.

**Table 2:** The result of Pearson correlation for studying the relationship between spiritual quotient and entrepreneurship variables of employees.

<b>Employees' Entrepreneurship</b>
Pierson Correlation Coefficient <b>Spiritual quotient : 0/252</b>
Meaningful level <b>Spiritual quotient : 0/000</b>

As it can be seen in table 2, the correlation coefficient of two variables is 0.252 and the meaningful level of that is 0.000 which is less than 0.05.

Consequently, H0 which was about the lack of meaningful relationship between two variables is rejected and the hypothesis of H1 is accepted.

**Sub-hypothesis 1:** there is a meaningful relationship between total thinking and spiritual quotient of employees of Islamic Azad University of Mashhad.

**Table 3:** The results of Pearson-correlation test for testing the relationship between total thinking and belief dimension of spiritual quotient and employee`s entrepreneurship.

<b>Employees' Entrepreneurship</b>
Pearson Correlation Coefficient <b>Total thinking and belief dimension of spiritual quotient:</b> 0.055
Meaningful Level <b>Total thinking and belief dimension of spiritual quotient:</b> 0.386

As it can be seen in table 3, the correlation coefficient of two variables is 0.55 and the meaningful level is 0.386 which is more than 0.05. Consequently, H0 which was ``there is no meaningful relationship between two variables is not rejected.

**Sub-hypothesis 2:** There is a meaningful relationship between the ability of facing and interacting problems and employee`s entrepreneurship.

<b>Employees' Entrepreneurship</b>
Pearson Correlation Coefficient <b>The ability of facing and interacting problems:</b> 0.458
Meaningful Level <b>The ability of facing and interacting problems:</b> 0.000

As it can be seen in table 4, the correlation coefficient of two variables is 0.458 and the meaningful level is 0.000 which is less than 0.05. As a result, H0 is rejected which means there is a meaningful relationship between two variables.

**Sub-hypothesis 3:** There is a meaningful relationship between good behavior characteristics of spiritual quotient and employee`s entrepreneurship of Islamic Azad University of Mashhad.

**Table 5:** The result of Pierson-correlation test for testing the relationship between behavioral characteristic of spiritual quotient and employee`s entrepreneurship.

<b>Employees' Entrepreneurship</b>
Pearson Correlation Coefficient <b>Behavioral characteristics:</b> 0.126
Meaningful Level <b>Behavioral characteristics:</b> 0.047

As it can be seen in table 5, the correlation coefficient is 0.126 and the meaningful level is 0.047 which is less than 0.05. Consequently, H0 is rejected which means there is a relationship between two variables.

**Sub-hypothesis 4:** There is a meaningful relationship between self-awareness and interests of spiritual quotient and employee`s entrepreneurship in Islamic Azad University of Mashhad.

**Table 6:** The result of Pierson-correlation testing for testing the relationship between self-awareness and interests of spiritual quotient and employee`s entrepreneurship.

<b>Employees' Entrepreneurship</b>
Pearson Correlation Coefficient <b>Self-awareness and interest:</b> 0.113
Meaningful Level <b>Self-awareness and interest:</b> 0.044

As it can be seen in table 6, the correlation coefficient of two variables is 0.113 and the meaningful level is 0.044 which is less than 0.05.

Consequently, H0 is rejected which means there is a meaningful relationship between two variables.

## 5. DISCUSSION AND FINDINGS

Spiritual quotient is the last quotient which has been known by human being and it is just for human. The quotient makes people creative because it helps people to replace the rules and play with borders. It gives us the ability of selecting and choosing. It makes us full of kindness and perception. It helps us to see limitations (Farhangi et al 2008).

As a result, organizations should start the changes, not just waiting for it. They cannot reach it without using and supporting creative, innovative and entrepreneurial employees. The aim of the study is studying the relationship between spiritual quotient and employee`s entrepreneurship in Islamic Azad University of Mashhad.

The results reveal that there is a positive and meaningful relationship between spiritual quotient and employee`s entrepreneurship. Consequently, the more mark of spiritual quotient they get, the more entrepreneurship they show.

Also, amongst 3 elements of spiritual quotient, ``the ability of facing and interacting problems, ``Paying attention to good behavioral characteristics``, ``self-awareness and interest`` have a positive meaningful relationship with entrepreneurship and just ``total thinking and religious dimension`` of spiritual quotient has no meaningful relationship with employee`s entrepreneurship.

Generally, the finding reveals low level entrepreneurial process amongst employee`s of Islamic Azad University of Mashhad.. The probable reason of this issue is the lack of internal motivation, forces for doing affairs( specially in environments such as main organization of Mashhad Azad University with a lot of various needs and wants of students at university) and resisting via changes, resisting via unusual and new ideas of managers and other employees.

## 6. SUGGESTIONS

Due to the importance of the advantages of applying spiritual quotient on employees and organization manager`s entrepreneurship particularly mentioned organization the following missions, decisions, planning and all affairs should be considered:

- 1) In future planning and according to training requirements, some training affairs such as training classes, publishing posters, pocket books, brochure etc, should be exploited to improve employee`s spiritual quotient.
- 2) Persuading employees to know and improve spiritual quotient through reading books, competition and awarding rewards.
- 3) Through selecting, give more opportunities to candidates with high-level of spiritual quotient.

4) Because of decreasing spiritual quotient (Saghravani 2008), it is suggested that all occasions and training at universities should improve the quotient permanently not temporarily.

5) It is suggested that Azad University should pay more attention to reinforce spiritual quotient amongst top managers and unit managers, because top managers play pivotal role in the future of their organizations and can create more consequences for their organizations through decision power (Iransi 2011). Furthermore, it is suggested for future researches that:

1) Exploiting strategic thinking: One of the crucial preparations which plays a key role in treating training concepts in individual and organizational levels which is a needed base for applying the concepts of applicable and behavioral changes is creating strategic thinking in organizations (Etzkowitz 2004).

Strategic thinking in an organization creates comprehensiveness, foresight which leads to better perception of an organization and repetitive entrepreneurship. Moreover, managers, employees and customers are going to have more interactions and relationships and causes better productivity of employee`s entrepreneurship of an organization.

2) Knowing and covering obstacles and affairs of improving spiritual quotient and treating entrepreneurship in a form of prescribed and based on related organization.

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