The Study of Relation between Spiritual Leadership of Principals and Quality of Work Life of Teachers in High Schools of City of Izeh

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Abstract- The present research aims to study relationship between the spiritual leadership of principals and work life quality of teachers in high schools of Izeh county .Its method is descriptive-correlative and research sample includes principals (80 people) and teachers (452 people) in high schools of Izehcounty. Sample size calculated by Karjis-Morgan table (1970) for 66principals and 207 teachers. But returned questionnaire was 63 for principals and 188 for teachers. To select teacher's simple random sampling method and for teacher's classification random sampling used in proportion to statistical sample of men and women teachers. Measurement tools include a 16items questionnaire made by the researcher of spiritual leadership due to Rio (2005),Fry (2003) by a reliability factor of /85 and a 30 items questionnaire of work life quality of valton(1973)by reliability factor of /88.To analyze data, statistical methods of regression analysis, correlationfactor were used. Results indicate that observed r in p≤ 0/05 show significant and positive correlation between spiritual leadership of principals and their work life quality of Izeh high school teachers. Observed r in p≤/05 shows positive and significant correlation between work significance promotion components andproviding persistentdevelopment and security opportunities, legitimacy in organization, social dependence of worklife, social integrity andhuman capabilities developmentcomponents, betweenphilanthropy culture development and providing persistent development and security opportunitiescomponent, legitimacy in organization social dependence of worklife, overall life space, social integrity and human capabilities development, betweenrightness, honesty and humbleness in work and providing opportunities of persistent development and security, legitimacy in organization, overall life space and social integrity.

Index Terms- spiritual leadership, principals, work life quality, teachers, high school

I.   INTRODUCTION

Activities related to improvement of work life quality include facilities,encouragement plans, job security (job enrichment and development),give importance to role and place of personnel in organization,…(toso,2009). Cascio&Wayne (2009) believed that quality of work life could be regarded in 2ways: in one hand it referred to abstract and concrete conditions in organizations such as interior promotion policies, liberal based leadership, personnel participation and activities of secure work and in the other hand assumed by personnel standpoint about security feeling, development capability as an equal human. So, what could be found of these definitions is one of important and effective subjects on quality of work life, among them if management is based on spirituality more calmness could be brought to personnel. In this way spiritual leadership plays an important role in the quality of work life. Spiritual leadership theory is a causal theory for organizational alteration, produced to bring about the learning organization having interior stimuli. This developed based on the interior motivation that is a combination of prospect, faith to goal implementation, philanthropy and spiritual survival. The objective of spiritual leadership is attention to the basic needs of followers that provide their spiritual survival. Such a leadership make personnel recognize the real concept of their job, give importance to the job which have (meaningfulness). Also, they have a feeling of their job is important in view of organization, et al (membership). (Fri, 2003). Based on Rio theory (2005) and Fry (2003) in the field of spiritual leadership components could be classified into 4 meaningfulness of work to personnel, development of philanthropy culture in organization, insight and rightness, and honesty, humbleness regarded as making base of spiritual leadership measurement tools in this research. So development of spiritual leadership brings positive effects on quality of work life that due to it the present research aims to study relationship between the spiritual leadership of principals and quality of work life of teachers.

II.   METHODOLOGY

Method: regarding that researcher tries to study relationship between the spiritual leadership of principals and quality of work life of teachers in Izeh .So, its method is descriptive of the correlative type.

Statistical sample: this includes principals and teachers of high schools in the Izeh in school year 2012-2013 that is a statistical sample of principals 80 and teachers 452.

Sample size: to determine sample size of a statistical sample of principals and teachers Karjis and Morgan Table (1970) was used. Based on this table calculations for statistical sample of principals by 80 people sample size selected 66 people and for teacher's statistical sample by 452 people, sample size of

207 people is sufficient. thus, in a similar amount spiritual leadership questionnaire distributed among principals and quality of work life questionnaire among teachers but completed returned questionnaire of principals were 63 and for teachers 188.due to them statistical analysis conducted on obtained numbers of questionnaires.

Sampling method: to select a statistical sample of teachers and principals 2 sampling methods were used. To select principals simple random sampling used regarding their limited numbers. To select teachers considering that statistical sample number of men and women teachers of education organization of IzehCounty were different so to account a share equal to their statistical sample, random classification sampling used in the proportion of men and women teachers statistical sample.

Measurement tools: in the present research 2 questionnaires used as follows:

1)spiritual leadership questionnaires: This made by researcher and has 16 questions produced due to Rio (2005), Fry (2003) theories in the field of work meaning, philanthropy culture development, work in sight, rightness, humbleness and honesty at work. Provided questions as an answer package by 5 alternatives spread (very much, much, fairly, low, very low), belong 5, 4,3,2,1 degrees respectively. Validity calculated using Kendal factor /71 that indicated proportional validity of the questionnaire. In the present research reliability by kronbakh α factor was/85.

2) Quality of work life questionnaire: This produced by Alton (1973). Mentioned questionnaire has 30 questions with 5 alternatives spread (very low, low, average, much, very much) that belongs 1, 2,3,4,5 degrees to them, respectively. This measures quality of work life regarding fair and sufficient payment, secure and hygienic setting, providing persistent development and security opportunities, legitimacy in organization, social dependence of work life, overall life space, social integrity, human capabilities development. Alton (1973) reported reliability factor /88.In the present research reliability calculated from Kronbakh α factor results follow:

Analysis :

Overall hypothesis: there is a relation between the spiritual leadership of principals and quality of work life of high school teachers in city of Izeh.

Observed r in p≤/05 level indicated positive and significant correlation between spiritual leadership of principals and quality of work life of high school teachers in Izeh county .In other words, spiritual leadership development among high school principals of Izeh improves quality of work life.

1st hypothesis: there is a relation between work meaning promotion and work life quality of teacher's components.

Observed r in p≤/05 level indicated positive and significant correlation between work meaning promotion and providing development and security opportunities, legitimacy in organization and human capabilities development Components. While there is no significant correlation between work meaning promotion and fair and sufficient payment, secure and hygienic work setting and overall life space components. Regression analysis indicated the influence of work meaning promotion on providing persistent development and security opportunities, legitimacy in organizations, social dependence work life and human capability development and if they could develop work meaning promotion component in high schools in accord to spiritual leadership style, it would be expected that providing persistent development and security, legitimacy in organizations, social dependence work life and human capability development components enhance among teachers.

2nd hypothesis: there is a relation between philanthropy culture development and work life quality components of teachers.

Observed r in p≤/05 level indicated positive and significant correlation between philanthropy culture development and providing persistent promotion and security opportunities, legitimacy in organization, social dependence of work life, social integrity and human capabilities development components. While there is no significant correlation between philanthropy culture development and fair and sufficient payment, secure and hygienic work setting and overall life space. Regression analysis indicated the influence of philanthropy culture development of social dependence of work life, social integrity and human capability development components and if principals could develop a philanthropy culture component in high schools according to their spiritual leadership style, it would be expected that social dependence of work life, social integrity and human capability development components enhance in the work life of teachers

3th hypothesis: there is a relation between work insight and work life quality components of teachers.

Observed r in p≤/05 level indicated positive and significant correlation between work insight and providing persistent promotion and security opportunities, legitimacy in organization, social dependence of work life, social integrity and human capabilities development components. While there is no significant correlation between work in sight and fair and sufficient payment, secure and hygienic work setting. Regression analysis indicated the influence of work insight on providing persistent promotion and security opportunities, legitimacy in organization and human capability development components and if principals could develop work insight component in high schools, it would be expected that providing persistent promotion and security opportunities, legitimacy in organization and human capability components enhance in the work life of teachers.

4th hypothesis: there is a relation between rightness, honesty and humbleness and quality of work life components of teachers.

Observed r in p≤/05 level indicated positive and significant correlation between rightness, honesty and humbleness in work and providing persistent promotion and security opportunities, legitimacy in organization, overall life space and social integrity. Regression analysis indicated the influence of rightness, honesty and humbleness on providing persistent promotion and security opportunities , legitimacy in organization, overall life space and social integrity components and if principals could develop rightness, honesty and humbleness component in high schools according to their spiritual leadership style, it would be expected that providing persistent promotion and security opportunities , legitimacy in the organization, overall life space and social integrity enhance in the work life of teachers.

III. DISCUSSION AND CONCLUSION

Obtained results indicated positive and significant correlation between spiritual leadership of principals and work life quality of teachers in Izeh county .In other words, use of spiritual leadership by principals bring about promotion of work meaning development, philanthropy culture development, work insight and rightness, honesty and humbleness development in high schools of Izeh so makes some improvements in work life quality of teachers. Based on De Hough &Den Hartog study (2008) spiritual leadership brings leadership success in advancement of job goals and due to happiness study (1383) in designation of 3D model of leadership styles, work life quality of personnel and principals efficiency, spiritual leadership plays an important role in improvement of work life quality of personnel which is in according to this research findings. So, spiritual leadership by particular focus on human and development of human behaviors and respect to human place could affects on work life quality of personnel in organization and improve it. These findings are in accordance with findings of Louis, et al (2001), Waitayangkoon (2003), and ConCeDien&Ecrit (2003). Mokgele (2005), Glaser (2007), Rothman&Coetzee (2010) Yilmaz (2010) Walumbwa, et al (2010) and Der janinieh (2011).

Obtained results indicated a positive and significant correlation between work meaning promotion and providing persistent development and security opportunities, legitimacy in organizations, social dependence of work life, social integrity and human capability development components. By making work and job meaningful, personnel will have reasoned insight to how to do their tasks and awareness of job processes and goal organization have a positive influence on their performance because resulted insight on work meaning make them to follow required job and organizational skills. Thus, spiritual and ethical leadership improve personnel capability in technical and specialized and human skills which lead to job success. This subject rose in Ameri(1390),Golparvar et al (389), Ziyai et al (1388) that spiritual and ethical leadership introduced as an important factor in job potency. Results indicated a positive and significant correlation between philanthropy culture development and providing persistent promotion and security opportunities, legitimacy in organizations, social dependence of work life, social integrity and human capability development components. This subject reported in the present research and Louis, et al (2001), Waitayangkoon (2003), ConCeDien&Ecrit (2003). Mokgele (2005), Glaser (2007), Rothman&Coetzee (2010) Yilmaz (2010) Walumbwa, et al (2010) and Der janinieh (2011). So it is concluded that to develop work life quality must more attention give to the philanthropy culture of spiritual leadership components and principals provide particular emphasis on it to develop and promote organizational goals. Results indicated a positive and significant correlation between work insight and providing persistent promotion and security opportunities, legitimacy in organizations, social dependence of work life, social integrity and human capability development components. Based on yilmaz study(2010)spiritual leadership develops ethical standards to handle personnel behaviors and effective use of ethical standards in according to their behaviors that could be regarded as attempt to promote fairness, respect to others characteristics and combination of honesty, being trustable,closeness,mutuality,democratic decision making and supportive participation and being kind and sympathetic.So,in this condition quality of work life improved and lead to improvement of performance and organizational efficiency. This subject reported in Havlo (2012), Moradian (1382), Nazem (1380), Ghasemi (1379) Ghomizade (1379), Rastegari (1378) and Gohari (1376). Obtained results indicated a positive and significant correlation between rightness, honesty and humbleness in work and providing persistent promotion and security opportunities, legitimacy in the organization, overall life space and social integrity. Nor Shahi (1387) reported ethics and spiritual affairs in his leadership style and necessary requirement. Also, Alameh (1378) in his research regarded quality of work life based on Islamic values (focus on Nahjolbalaghe) as a substantial policy in organizations that lead to mental disturbance release in organizations.

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