

Human, Spiritual and Psychological Capital and its role in Organizational Excellence

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Abstract

The purpose of this study was to study and recognize human, spiritual and psychological capital from the perspective of the Quran and its role in organizational excellence. For this purpose and in order to collect data, using the method of thematic research of the Quran, verses from the Quran that were related to the mentioned chapters were extracted and classified. In this study, a researcher-made questionnaire containing demographic questions, questions related to organizational excellence from the perspective of the Quran, as well as human, spiritual and psychological capital from the perspective of the Quran and based on a five-point Likert scale was addressed. The population of this study was the staff of Birjand University of Medical Sciences and a sample of 248 people was selected by simple random sampling. SPSS and Amos software were used to analyze the data, and to evaluate the validity and reliability of the questionnaire, Cronbach's alpha and confirmatory factor analysis (CFA) were calculated and the result showed that the questionnaire had acceptable validity and reliability. Fitting indices were also confirmed for both the structural model of the research and the research measurement model. The first hypothesis was confirmed with a path coefficient of 0.69 and a t-statistic of 5.99 and also the second hypothesis was confirmed with a path coefficient of 0.41 and a t-statistic of 4.23, but the third hypothesis was rejected with a path coefficient of 0.11 and a t-statistic of 1.4. The results of the research show that a transcendent organization with an Islamic-Quranic approach is an organization in which people feel responsible in relation to God, others and themselves. And by emphasizing factors such as intellect, human paternal perfection and behavioral communication skills provide organizational excellence.

Keywords: Quran, human capital, spiritual capital, psychological capital, organizational excellence

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