

The Relationship between Spiritual Intelligence and Career Commitment among the Librarians of Birjand University

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Abstract

Spiritual intelligence is not only important in individual aspect, but also in organizational aspect. Affecting on men's conscience, spirituality can provoke them to feel commitment in their routine responsibilities and also help them take responsibility. In this regard, the aim of this study is to indicate the relation between spiritual intelligence and career commitment among the librarians of Birjand University. This descriptive study was performed as a kind of survey method. The population of study was librarians of Birjand universities, and the sample size selected by using simple random sampling based on Morgan table (44 and total of 50 people). Data collection tools were King's spiritual intelligence and Tella's career commitment questionnaires. Data analysis was through using independent t-test, one way ANOVA and SPSS 24 software. The findings showed that the situation of spiritual intelligence in Birjand universities' librarians with the average of 62/79 by likert scale estimated in good level, and also career commitment according to the librarians is in good level too. There was no relation between demographic items (age, gender, field of study and grade) and the rate of spiritual intelligence, and career commitment. Moreover, the results showed that there was a significant relation between spiritual intelligence (personal meaning production and expansion of consciousness) and career commitment but there is

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no meaningful relation between spiritual intelligence (transcendent awareness and self-contemplation) and career commitment. According to the significant and positive relationship between spiritual intelligence and personal meaning production and expansion of consciousness, it is concluded that strengthening spiritual intelligence among librarians can cause more commitment and responsibility in performing job duties.

Keywords: Librarian, Spiritual intelligence, Career commitment, librarians of Birjand University