



kerman University of Medical Sciences

Faculty of Management and Information

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(MSc)

Title:

Study of relationship between leadership styles with spiritual intelligence and self-efficiency of manager in the Kerman University of Medical Science, 2015

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Abstract:

Introduction: managing an organization is one of the main challenges in the current and future organizations. Nowadays, managers need to train their intelligence in all levels, until they can do their duties in a balanced and comprehensive. Including intelligence is spiritual intelligence that causes manager can take strategic decisions in this world of business. Another one of the abilities for managers is efficacy. This ability is necessary for managers that they can manage staff. Because of this, in this study, we surveyed the relationship between leadership style and managers spiritual intelligence and relationship between leadership style and managers efficacy in Kerman medical science university at 2016.

Method: this is descriptive analytical study. In this study has been used King questionnaire for measuring of spiritual intelligence, Barinz and Metkaz questionnaire for measuring of leadership style and Sherer questioners to assess of efficacy. Due to the lack of community was used census method and questionnaires were distributed among all managers in three levels of management (master, middle, operational) and by filling the 71 questionnaires, the data were analyzed by spss software and then for a closer look hypotheses, in the method of Structural Equation Modeling (SEM), has been used Partial Least Squares (PLS) by smart PLS 2 software, in two part of measurement model test and the structural model test.

Result: the results showed that managers of Kerman Medical Science University often use from conscientiousness style. The average of managers spiritual intelligence is 91.46% and the average of their efficacy is 68%. Leadership style by spiritual intelligence and efficacy in both of analysis method (SPSS software and SEM) are in direct relation. Both of spiritual intelligence and their efficacy deepen to education level. Even, the result proved that the managers who use the combination style, they have higher spiritual intelligence and efficacy.

Conclusion: as you have seen, between managers spiritual intelligence and leadership style and between managers efficacy and leadership style, in both of analysis method, the same result was achieved, that this indicate obtained results can be complete and accurate. It is recommended due to the condition of current organizations which are faced with different challenges, managers raise level of their spiritual intelligence and efficacy by reinforce of beliefs and abilities and use combination style for leading of own organization.

Keywords: spiritual intelligence, leadership style, efficacy, managers

