EVACUATION OF EMPLOYEE’S MORAL INTELLIGENCE IN ARDABIL PROVINCE GAS COMPANY

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Abstract

The main purpose of this paper was evacuation of employee’s moral intelligence in Ardabil province Gas Company. The population was the all of staffs of Gas Company in Ardabil province. Standard questionnaire has used for gathering data and the reliability coefficient confirmed the reliability of questions. To analyze the data and test hypotheses by using SPSS software version 20 using descriptive statistics (frequency, percentage, mean, standard deviation and etc.) and inferential statistics (the Kolmogorov-Smirnov test, one simple t-test) were used. Findings show that all dimensions of moral intelligence (Forgiveness, Compassion, truthfulness, Responsibility) are significantly slightly bigger than the population mean. It means that Forgiveness, Compassion, truthfulness and Responsibility among the Ardabil Gas Company employees is higher than average.

Keywords: Moral intelligence, Forgiveness, Compassion, truthfulness, Responsibility

1- Introduction

In 1995, a psychologist and science journalist named Daniel Goleman shook up the world with his book Emotional Intelligence. Goleman described an indispensable element of professional and personal success: the ability to discern how others are feeling, which can be quite different from the ways they present themselves to the world (Weinstein, 2011).

It is well established in the human resource literature that an organization’s ‘human capital’ (i.e. the sum total of employee knowledge, skills and abilities available to the organization) if properly nurtured and deployed, can serve as the basis for a sustainable competitive advantage (O’Donohue and Wickham, 2010).

Making qualitative the Work of ethical intelligence has commercial benefits such as maintenance and saving talent, company reputation. Customer satisfaction is difficult for the organization. There are too many evidences that show that moral intelligence has main role in company success (Mokhtari poor and Siyadat, 2009: 98). With these explanations, moral intelligence is described as a personal culture in the organization by which some valuable values are transferred to the peoples so they treat as the values teach them (Lennick & Kiel, 2005: 515).

Moral Intelligence guides a person in his deep belief that all thoughts and actions stems from it and Ethical Decision making is not subject to demographic factors such as gender, race, nationality or religious activity (Bourba, 2005: 23). Lennick and Kiel (2005), think that these four following principles of ethical intelligence necessary to know the organization's ongoing success.

1- Forgiveness,
2- Compassion,
3- truthfulness,
4- Responsibility.
The moral intelligence can affect in success of the organization in these ways:
1. *Attention to the interests of the stakeholders:* in addition to the shareholders, there are other
groups who have a legitimate interest in the organization's actions. Of these groups include
customers, suppliers of raw materials, the government and the community. Provision of the
Interests of shareholders, regardless of the interests of other stakeholders (employees,
customers, community, etc.), is unethical manner in the management (Buckley et al.,
2001:11).
2- *To increase profit and competitive advantage:* Due to all individuals and groups who are
interested, the company profits will increase in the long term, because arises the motivation
of human resources, increases the social goodwill and trust of the people and also it will lead
to less fines.
3- *Increase diversity:* Experts predict that the increasing labor force will be more diversified
and firms will be successful which will be able to understand the diverse needs of these
individuals will benefit from this diversity. Managers need to be able to have managing
table of people with different gender, age, race, religion, ethnicity or nationality. Morality
and justice retardations in treatment with these people make management of them so easy and
make this possibility for the organization that benefit from having different human resource.
4. *Reduction the costs of control:* the promotion of self-control in the organization as one of
the major mechanisms is based on trust, ethics and values of the individual. Self-control leads
to reduce the costs of direct control methods and increases the profit. This requires the full
commitment of members to the team, the responsibility, respect and trust between team
members and management (Lau and Idris, 2005: 552).
5. *Improving relations, increasing understanding and reducing conflict atmosphere:* the
result of regarding the ethics of work in an organization is better regulation of relations in the
organization, this in turn increases the understanding and reduces conflicts atmosphere
between individuals and groups, and improve team performance. Perhaps the greatest impact
of ethical behavior is in human resources behavior. Since ethics is part of the culture, most
theories on the organizational intercultural that emphasizes the role of ethics. Organizational
culture in an organization can transform employees into those pursuant to law or outlaw.
6. *Employee commitment and accountability:* the moral values management in the workplace
leads to management legitimation, causes to improve the consolidation and strengthen its
balance of organizational culture, trust in relations between individuals and groups.
   And following the additional standards will improve the quality of products and ultimately
increase profits. Lack of ethical values in areas such as recruitment and selection, provides
immoral and illegal actions in the organization. Ethical considerations in the selection and
recruitment, performance appraisal, reward system, layoffs and downsizing the organization,
reduces aggression and conflict, and cynicism, lead to more responsibility, seeking to
increase diversity and ultimately increase the value and profit, leads the greater welfare of
investors, customers and employees (Donaldson and Davis, 2011:23).
7. *The legitimacy of an organization:* today's globalization and the spread of information
networks, organizations are expected allergic reactions to environmental issues, respect the
interests of society, minority rights, and so on. In addition, this extensive network monitors
all of their operations and can easily change the public face of organizations through the
forums and communities. (Hes Mer, 2002:101). In this study, we intend to evacuation of
employee’s moral intelligence in Ardabil province Gas Company.
2- Methodology

The research includes all staff and line staff of Ardabil Gas Company. Cochran formula is used to determine sample size. For a sampling it was used of simple random sampling to select any of the employees as same as possible.

For gathering data in theoretic section we used library and also interview with scholars and specialists of the organization and in data gathering section we used questionnaire method. In this research, In order to determine the validity of data collection we used Cronbach's alpha to test the validity of the formal symbol or reliability. The method is based on a pilot study of 30 employees, the reliability and performance of Moral Intelligence 0.814.

To analyze the data and test hypotheses by using SPSS software version 20 using descriptive statistics (frequency, percentage, mean, standard deviation and etc.) and inferential statistics (the Kolmogorov-Smirnov test, one simple t-test) were used.

3- Findings

The One-Sample T Test compares the mean score of a sample to a known value. Usually, the known value is a population mean. Also, a one sample t-test allows us to test whether a sample mean (of a normally distributed interval variable) significantly differs from a hypothesized value.

**Question 1: How is forgiveness at Ardabil Gas Company?**

Table 1 shows sample output of a one-sample T test for above Question. We compared the mean level of forgiveness for our sample to a known population value of 3.

**Table 1. The results of one-sample T test for forgiveness**

<table>
<thead>
<tr>
<th>One-Sample Statistics</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>178</td>
<td>3.2000</td>
<td>.87014</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>One-Sample Test</th>
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</thead>
<tbody>
<tr>
<td>Test Value = 3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>t</td>
<td>2.119</td>
<td>177</td>
<td>.037</td>
</tr>
</tbody>
</table>

The mean of forgiveness is 3.20, which is higher than population mean of 3. And T value is 2.119 in 177 degrees of freedom. The estimated significance (0.037) is less than .05. Therefore, we can say that forgiveness mean of 3.20 is significantly greater than the population mean of 3. And we can reject null hypothesis.

**Question 2: How is Compassion at Ardabil Gas Company?**

Table 2 shows sample output of a one-sample T test for above Question. We compared the mean level of Compassion for our sample to a known population value of 3.

**Table 2. The results of one-sample T test for Compassion**

<table>
<thead>
<tr>
<th>One-Sample Statistics</th>
<th></th>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>N</td>
<td>178</td>
<td>3.45</td>
<td>.9857</td>
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<table>
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<tbody>
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<td></td>
</tr>
<tr>
<td>t</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

148
The mean of Compassion is 3.20, which is higher than population mean of 3. And T value is 2.47 in 177 degrees of freedom. The estimated significance (0.015) is less than .05. Therefore, we can say that Compassion mean of 3.45 is significantly greater than the population mean of 3. And we can reject null hypothesis.

**Question 3: How is truthfulness at Ardabil Gas Company?**

Table 3 shows sample output of a one-sample T test for above Question. We compared the mean level of truthfulness for our sample to a known population value of 3.

Table 3: The results of one-sample T test for truthfulness

<table>
<thead>
<tr>
<th>One-Sample Statistics</th>
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<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>Mean</td>
<td>Std. Deviation</td>
<td>Std. Error Mean</td>
<td></td>
</tr>
<tr>
<td>x1</td>
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<td>3.92</td>
<td>.9821</td>
<td>.04253</td>
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</table>

<table>
<thead>
<tr>
<th>One-Sample Test</th>
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</thead>
<tbody>
<tr>
<td>Test Value = 3</td>
</tr>
<tr>
<td>t</td>
</tr>
<tr>
<td>x1</td>
</tr>
</tbody>
</table>

The mean of truthfulness is 3.92, which is higher than population mean of 3. And T value is 3.12 in 177 degrees of freedom. The estimated significance (0.004) is less than .05. Therefore, we can say that truthfulness mean of 3.92 is significantly greater than the population mean of 3. And we can reject null hypothesis.

**Question 4: How is Responsibility at Ardabil Gas Company?**

Table 4 shows sample output of a one-sample T test for above Question. We compared the mean level of Responsibility for our sample to a known population value of 3.

Table 4: The results of one-sample T test for Responsibility

<table>
<thead>
<tr>
<th>One-Sample Statistics</th>
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</thead>
<tbody>
<tr>
<td>N</td>
<td>Mean</td>
<td>Std. Deviation</td>
<td>Std. Error Mean</td>
<td></td>
</tr>
<tr>
<td>x1</td>
<td>178</td>
<td>3.012</td>
<td>.86000</td>
<td>.09738</td>
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</table>

<table>
<thead>
<tr>
<th>One-Sample Test</th>
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</thead>
<tbody>
<tr>
<td>Test Value = 3</td>
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<tr>
<td>t</td>
</tr>
<tr>
<td>x1</td>
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</tbody>
</table>

The mean of Responsibility is 3.012, which is higher than population mean of 3. And T value is 2.021 in 177 degrees of freedom. The estimated significance (0.039) is less than .05. Therefore, we can say that Responsibility mean of 3.012 is significantly greater than the population mean of 3. And we can reject null hypothesis.

Findings show that all dimensions of moral intelligence (Forgiveness, Compassion, truthfulness, Responsibility) are significantly slightly bigger than the population mean. It means that Forgiveness, Compassion, truthfulness and Responsibility among the Ardabil Gas Company employees is higher than average.
References