The Relationship Between Spiritual Intelligence and Professional Ethics of Librarians : A case study

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Abstract

Background: the place and role of the spiritual intelligence and professional ethics have become of great importance and managers seek to improve spirituality and use professional ethics in the organizations. These two factors can reduce the tension and stress in the workplace and improve the status of the organizations. The objective of the present study was to investigate the relationship between spiritual intelligence and professional ethics of the librarians working at the libraries of Shahid Beheshti University of Medical Sciences in 2017.

Method: this is an applied analytical survey. The population of the present study included all managers and librarians working at the libraries of Shahid Beheshti University of Medical Sciences in 2017 (65 people). King's Spiritual Intelligence Self-Report Inventory (2008) and a researcher-made questionnaire of professional ethics were used for data collection. The former consisted of four components including critical existential thinking (CET), personal meaning production (PMP), transcendental consciousness (TC) and consciousness state expansion (CSE); the lowest and highest scores were respectively 24 and 120 and this questionnaire was confirmed to be reliable by a Cronbach's alpha coefficient of 0.89. The latter was developed based on the draft of the professional ethics of librarians in Iran. The lowest and highest scores of the components of this questionnaire were respectively 31 and 155; the reliability of this questionnaire was also confirmed by a Cronbach's alpha coefficient of 0.85. The independent t-test and Pearson correlation were used so as to investigate the relationship between variables

Findings: Total mean of the components of spiritual intelligence was 45.52 which is a moderate level. The level of the component of professional ethics was also 82.39 which is a very good level. The results indicated that there is no significantly positive relationship between spiritual intelligence and professional ethics; however, this relationship did exist regarding the components. Furthermore, among the components of spiritual intelligence, the highest (49.78) and the lowest (37.16) scores respectively belonged to Personal meaning production and consciousness state expansion. Regarding the professional ethics, the highest (88.92) and the lowest (77.84) scores respectively belonged to the Protect library resources or Conservation of resources and the Neutrality in the profession.

Conclusion: the results showed that there is no relationship between the components of spiritual intelligence and professional ethics. Components of spiritual intelligence are not able to predict the professional ethics of the librarians working at the libraries of Shahid Beheshti University of Medical Sciences. Hence, the managers of the libraries are recommended to train and develop this component among the librarians working at the libraries of Shahid Beheshti University of Medical Sciences

Keywords: spiritual intelligence, professional ethics, Library and Information, Academic libraries, Shahid

Beheshti University of Medical Sciences.

Introduction

Nowadays, in the wake of social developments and the emergence of modern theories of management, the modern global values have been introduced, with the cosmological and anthropological views of managers changed. Thus, different organizations try to train people able to live in the global society without bias and narrow-mindedness, believe in the transcendental ethics and values, and respect the rights and freedoms of others [1]. The importance and necessity of spirituality and religion, especially spiritual intelligence (SI), are felt from different views in the new age. One of these necessities in anthropology is attention to the spiritual dimension of the human from the perspective of scientists, especially the experts of the world health organization (WHO), defining human as a biological, psychological, social and spiritual entity. Another necessity for discussing this is the emergence of spiritual stretch, and the search for a more vivid understanding of faith and its use in the daily lives of individuals [2]. In recent decades, spirituality in the organization has become the focus of the researchers more than ever, so it is referred to as a type of intelligence. Managers, employers and researchers [3] consider the spirituality in the organization in the interaction with the customers and people as a critical issue [3]. Nowadays, it is stated that emotional intelligence (IQ) and Emotional Intelligence/Quotient (EQ) are ineffective in explaining all human psychological issues, so there is a need for a third factor called SI [4]. The collection of studies, evidence, and proofs provided by psychology, neurology, anthropology, and cognitive sciences provide a third intelligence called SI (SI) [5], [6]. SI is effective in all spheres of human life and job and social activities are no exception to this. The implementation of spirituality in work environments and social organizations increases efficiency and productivity, but unfortunately, this technology is often ignored in today's technological societies. This exists about human and human relationships that should be seen as humans and not as objects to reach the

organizational goals. Thus, it is important to know how people have a good relationship within the organization and how create a society with one another [7], [8]. SI is considered the ultimate level of human intelligence that comes from the basic beliefs of the individual and affects his behaviors. SI involves the highest level of growth in cognitive, ethical, emotional and interpersonal areas, assisting the individual to coordinate with the phenomena around and achieve internal and external integrity [9]. Mcshare et al. argue that SI is the base of individual beliefs, so as shaping the true form of life [10]. According to Ahmadian, SI includes guiding and inner wisdom, intellectual balance, and inner and outer peace, accompanied by insight and kindness. SI is the ability to act cleverly and wisely. SI is intrinsic, but like any other intelligence, it must grow. SI is the underlying ground for achieving the meaning of life from the perspectives of purpose, value, and performance of life [11].

Moreover, one of the factors with a crucial role in competence, significance, and ability, continuity of success and social acceptability of the professions is professional ethics. Each profession has its own behavior and obligations extracted from its statute. Professional ethics is defined based on widespread knowledge and an ideal model of service to society and tries to answer the ethical issues of different professions. Professional ethics is defined as the ethical responsibilities of the organization, involving the dimensions of the organization and professional ethics, based on the principle of "people's right". Professional ethics argues, "The environment has the right and the organization duty" [1]. Carrr defines professional ethics as human rights - a very common definition [12]. The nature of professions connected with referrals to user-related professions, such as librarianship and information, becomes very important, so attention to spirituality and professional ethics seems necessary [13]. However, regarding the aforementioned, studying SI among the staff of different departments of universities is a special necessity given the importance of these organizations, whose purpose is humanization in all aspects of existence. Academic libraries have a unique status and considered as the focus of

scientific production and one of the factors of the growth and development of the academic community. Librarians are the agents of library activities with a key role in the success of library services and continuous interaction with the scientific community of Iran. Moreover, the importance of SI in the identification of human existential self and its key role in using human spiritual capacities on the other make studying SI in librarians an important research ground. The professional ethics and SI in organizations, especially academic medical science libraries, whose users mainly look for information relevant to the health of the community and the unique position of medical librarians in improving the health literacy of users, are so important. Moreover, no coherent studies have been conducted regarding ethics of librarianship and SI in libraries of Shahid Beheshti University of Medical Sciences and Health Services, so the researcher tries to examine the relationship between SI and professional ethics of librarians in the libraries of Shahid Beheshti University of Medical Sciences and Health Services. While clarifying the status of these two components among the employees of Shahid Beheshti University of Medical Sciences, the results can identify their strengths and weaknesses in the above categories. Thus, by determining the relationship between these two topics, the results can provide relevant information for senior managers in the recruitment of human resources to help them recruit efficient forces regarding these two key elements. In other words, knowledge of this connection can provide the necessary information on the training of more efficient forces.

Methodology

The present study was applied in terms of purpose and a cross-sectional study of descriptive-correlational type regarding data collection. The population was the managers and librarians working in the faculty and hospital libraries affiliated to Shahid Beheshti University of Medical Sciences in 2017 who were 65 people. The data collection tool was EI standard questionnaire of King 2008 with 4 components and 24 items. The components were critical existential thinking, the production of personal meaning, transcendental

consciousness and the extension of consciousness. As the SI questionnaire was standardized, content validity was not examined and only the reliability of the questionnaire was tested and the Cronbach's alpha was 89%, showing the appropriate reliability of the research tool. The scoring method was encoded 5-point Likert scale (Very low = 0, low = 1, average = 2, high = 3, very high = 4) with the minimum score 24 and the maximum 120 points. According to the available evidence and resources, the professional ethics questionnaire involves the components developed based on the draft of the librarian's professional ethics guidelines, with 11 components and 31 items. These component were the maintenance of resources, protection of intellectual property and copyright, defending the principles of freedom of thought and non-censoring of resources, improving the level of literacy of themselves and users, respecting different beliefs, observing neutrality in the profession, and presenting the library service. Moreover, they included providing facilities for easy and uniform access to information for all clients, observing the privacy of individuals and the confidentiality of their information, promotion of career goals, and interaction with business colleagues and associates. The subject's experts confirmed the content validity, with the Cronbach's alpha value estimated as 0.85%, showing the proper reliability of the research tool. Scoring was Likert with encoded with five options (very low = 1, low = 2, average = 3, high = 4, very high = 5) with the minimum score as 31 and a maximum 155. Descriptive statistics including central index (mean), dispersion index (range of variation and standard deviation) and frequency distribution tables (absolute and relative), and inferential statistics including independent t-test, Pearson correlation coefficient test and regression were used for data analysis. Data were also analyzed in spss22.

Results

Overall, 65 people participated in the study, of whom 21.5% were males and 78.5% females. The average age was 40-50 with 41.5% as the highest frequency age group and 50-60 with 4.6% as the lowest. Of the population, 52.3% had a service life of 10-20 years

and a minority of people had service years of less than 1-10 years with 23.1% frequency. Of 65 subjects, 81.5% had studied Information Science and Science (Librarianship) and 18.5% other fields with 49.2% holding MA degrees education and the lowest frequency was related to the doctoral students with 3.1%.

| Components | Statistic | | | | | |
	Frequency	Min.	Max.	Mean	SD	Average score in percentage
Critical Existential Thinking	65	7	26	16.98	4.25	48.52
Production of personal meaning	65	4	20	12.44	2.95	49.78
Transcendental consciousness	65	6	23	15.90	3.26	45.45
Expansion of consciousness	65	0	15	9.29	3.36	37.16
Total	65	32	84	54.63	11.76	45.52

Table 1: The librarians SI in Shahid Beheshti University of Medical Sciences and Health Services

Table 1 shows that the level of SI of the studied librarians as 45.52, which is average. According to the average column obtained in Table 1, the highest level of SI among the librarians' of the libraries of Shahid Beheshti University of Medical Sciences and Health

Services was related to the production of personal meaning with a mean of 49.78 and the lowest was related to expansion of consciousness with a mean of 37.16.

Components	Statistic					
	Frequency	Min.	Max.	Mean	SD	Average score in percentage
Maintenance of resources	65	3	10	8.89	1.42	88.92
Protection of intellectual property and copyright	65	1	5	4.04	1.03	81.23
Defending the principles of freedom of thought and non-censoring of resources	65	7	15	11.71	1.89	78.05
Improving the level of literacy of themselves and users	65	5	15	12.22	2.05	81.43
Respecting different beliefs	65	6	10	8.83	1.18	88.30
Observing neutrality in the profession	65	5	15	11.68	2.22	77.84
Presenting the library service	65	9	20	17.08	2.83	85.38
Providing facilities for easy and uniform access to information	65	7	20	15.94	2.51	79.30

The components examined					
Observing the privacy of individuals and the confidentiality of their information	65	2	10	8.56	1.7	85.23
Promotion of career goals	65	5	25	20.23	3.9	80.92
Interaction with business colleagues and associates	65	4	10	8.63	1.43	86.30
Total	65	65	150	127.42	16.92	82.39

Table 2: The librarians having professional ethics components in Shahid Beheshti University of Medical Sciences and Health Services

Table 2 shows that the overall level of professional ethics of the librarians studied are 82.39 and at a very good level. According to the average column obtained in Table 2, the highest component present in librarians of the libraries of Shahid Beheshti University of Medical Sciences and Health Services was related to resource conservation with an average of 88.92 and the lowest was observing neutrality in the profession with an average of 77.84.

The components examined	p	r
Spiritual Intelligence	0.234	0.061
Existential critical thinking	209	0.095
Production of personal meaning	0.330	0.007

Transcendental consciousness	0.272	0.029
Expansion of consciousness	0.000	0.997

Table 3: Pearson correlation coefficients between SI and professional ethics

According to Table 3, as the significance level (p-value =0.061) in professional ethics and SI is bigger than the error value (α =0.05), one can conclude there is no correlation between SI and professional ethics of librarians of the libraries of Shahid Beheshti University of Medical Sciences and Health Services.

Discussion and conclusion

The purpose of the study was to examine the relationship between SI and professional ethics of librarians of the libraries of Shahid Beheshti University of Medical Sciences in 2017. The interpretation of the results showed no relationship between SI and professional ethics. In the present age, the value of human capital for the success of organizations is recognized, and in recent decades, another aspect of organizational tasks in human resources has played a role as SI and professional ethics in organizations [14]. Most of the studies have been on the explanation and components of SI in general. Recently, the impact of SI and the existence of the relationship between SI and different questionnaires and other components such as mental health, organizational effectiveness, professional ethics in organizations, happiness, academic success, promotion of occupational performance, clinical competence, professional ethics of librarianship of the employees of organizations have been examined. Moreover, the role and the effect this intelligence has on organizational success have been studied. In a study investigating the effect of SI on the professional ethics of librarians, Haghiri et al. showed that components of SI could not predict professional ethics. This means that by improving the level of SI components, one cannot expect that the level of professional ethics of library librarians in Tehran University increases and the results are consistent with the present research [15].

Emami's study entitled "Studying the effect of SI and moral intelligence on self-esteem and life satisfaction in elderly people in Isfahan" showed that the effect of moral intelligence on self-esteem and life satisfaction is meaningful, yet not the effect of SI on these two variables, which is consistent with the present study [16]. The study by Tutian Isfahani and Najafi entitled "Examining the relationship between SI and professional ethics among employees in Sari" showed a positive and significant relationship between SI and professional ethics. The statistical tests used show that, the higher components of critical existential thinking, the production of personal meaning, transcendental consciousness, and the expansion of consciousness, the higher the levels of professional ethics will be, which is no consistent with the present study [17]. The study by Dehganan et al. entitled "Examining the relationship between SI and professional ethics with the effectiveness of NAJA staff" showed a positive and significant relationship between SI and professional ethics, no consistent with the present study [18]. Ebrahimi et al. studied SI of the staff of the executive agencies and its impact on professional ethics. The overall results showed a positive and direct relation between the components of SI and professional ethics, no consistent with the present study [19]. In his study entitled "The relationship between SI with the level of management and ethical development," Hildebrand showed a positive and significant relationship between SI with the level of management and ethical development, no consistent with the present study [20]. The historical background of SI has shown that SI is the need of organizations today. According to professional ethics studies, career service such as library and information require professional ethics. The studies have shown that people with higher SI are more ethical, which can lead to organizational success [21]. Most of the studies in the field of SI between the components of SI and components of organizational psychology and professional ethics show a positive and significant relationship between them. It is expected that library managers and staff should work to further refine the components of SI and professional ethics in the organization. Components of spiritual intelligence are not able to predict the professional

ethics of the librarians working at the libraries of Shahid Beheshti University of Medical Sciences. Hence, the managers of the libraries are recommended to train and develop this component among the librarians working at the libraries of Shahid Beheshti University of Medical Sciences. University librarians are associated with a highly educated range of clients, and need to increase their self-awareness, meaningfulness, expansion of consciousness and critical thinking to reduce stress and tension in the workplace, although the status of the components of SI have been reported average among the librarians. To improve this status, the following suggestions are presented:

- As the results showed no relationship between SI and professional ethics, it is recommended that other studies be conducted at the national and regional levels and universities and educational environments with different variables such as job commitment, resilience, job performance and happiness.

- The results showed that components of SI have a moderate status. Thus, it is suggested that the workshops on the training of components of SI, as well as the holding theoretical and practical techniques courses, especially in the component of the state of consciousness and transcendental consciousness, which that scored less, be put on the agenda.

- Holding in-service training to enhance the components of the ethics of librarianship and create professional engagement with employees, as well as creating units to observe the implementation of professional ethics in libraries.

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