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The Relationship between Emotional Intelligence and Success Perception among Managers and Vice Managers of Islamic Azad University, Region16

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ABSTRACT

Objective: The current study was conducted in order to investigate the relationship between emotional intelligence and sense of success among managers and assistances of units and training centers of Islamic Azad University in region 16. **Method:** The research was descriptive and correlation. The study population consisted of 44 managers and assistances of units and training centers of Islamic Azad University in region 16 in 1392. Information necessary to test hypothesis was obtained through emotional intelligence Bradberry & Greaves 28-item and Radsip 30-item questionnaire of success sense. Each questionnaire contained validity and its reliability has been evaluated 0.93 for EI and 0.74 for feeling of success based on Chronbach's alpha coefficient. The data obtained was analyzed using Spearman and Kendal Tau b. **Results:** the results indicate that there is a positive significant relationship between emotional intelligence and feeling of success and self-awareness variables, self-management and communication skills of emotional intelligence. It wasn't found a significant relationship between social consciousness and sense of achievement

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INTRODUCTION

Human resources in every organization, especially at training institutes are a key factor and it is important to pay attention to the human, incentives and their inner emotions to achieve organizational goals. Improvement and success sense motivation is one of the motivations which lie in social motivations. Improvement motivation reflects the person's interest in doing a work and organizing the effective work environment, overcoming barriers, increasing job, competition at doing more work and outrunning the others. This is the desire to do something better and more effective than it has been done in advance [19]. The studies demonstrate the more improvement motivation, the more success. We should have the sense of self-worth and self-esteem, take the responsibility, and connect with those who have achieved their goals in order to be successful [17].

According to McClelland [11] the organization in which individuals feel a sense of responsibility and they don't fulfill their job simply for carrying out their task, they accomplish the work with better and higher quality, pinpoint the objective, and direct their behavior towards active goals. Widlar believes that these individuals are interested in superior, because of superior not the following rewards. The individual with high desire for achievement have the producer characteristics. But once they work independently, they work better as long as they are doing teamwork. When they are fulfilling a duty well, they tend the others to act similar to them. Today, it is necessary the desire for employees success to be increased, but yet many managers consider the personnel skills increment. McClelland [11] concluded that stimulating the desire to succeed is like the families are expecting more compared to their children capabilities. Indeed, success is going on the track, not reaching the end point.

Regarding that the organization scholars and the management know the human capital as the most important and valuable asset of the organization, and they believe that paying attention to this precious capital has a direct impact on the failure and success trend, the McClelland theory [11] about the motivation also confirm the importance, so that the presence of three emotional keys such as drive stimulation, knowledge, and motivation explain that the behavior of about 80% of smart and subnormal people is related to these three factors. If the backbone of most organization is the individual motivation at achieving success, what would it be said about managers intelligence? The intelligence is one of the most attractive and interesting mental trend its

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effects are observed at different levels in various individuals. The term “intelligence” asserts the quality of phenomenon which is abstract and invisible. We all have the combination of intelligence. Many years ago, when we were talking of intelligence our mean of intelligence was quite tangible, but today we are living in an era that the new definition of different intelligence is presented every day. The essential question in this regard is that why there exist people with enough intelligence, but they are not successful? In fact, this was the question with which Peter Salovey and John Mayer started their research. Is it not possible that we have neglected the important aspects of intelligence?.

Authorities have offered various types of intelligence. In the study since the outbreak of the emotional intelligence structure in psychology literature, the structure was investigated in different fields. Directing the emotions in order to achieve a specific objective to focus and creating motivation inside yourself is very important. Having controlled the emotion is the ground of every type of skills and success and those who are able to stimulate their emotions on time try to be producer and effective at every task is being assigned to them. The motivated leaders and managers go beyond their and the other expectations to be successful. The key words of these managers are advancement. In fact the researchers have attempted to obtain the relationship between the structure with the factors significant and effective at success. According to the studies, emotional intelligence (EQ) determines the human’s success and prosperity at personal, occupational, and social life not IQ [18].

The emotional intelligence is assortment of personality characteristics that is effective in the individual’s destiny and lifestyle. The personality characteristics cause the individuals to be compassionate, considerate, and responsible and have a positive idea and attitude about themselves [2]. Simson & Scot (1999) find out that emotional intelligence have the positive impact on organization work result, teamwork, and appropriate relationship between staff. Ciarrochi Forgas & Myer [13] figured out that emotional intelligence has a positive relationship with the strategies to solve the problem. Experts such as Goleman know the 80% of individual’s success due to the skills related to the emotional intelligence, while they consider cognitional and emotional intelligence significant. It should be admitted that today’s generation have a high cognitional intelligence in the current era and with regard to the increasingly advancement of knowledge and information and communication technology, however they face serious issues at their emotional intelligence capabilities. As such, the science has figured out the power and penetration of intelligence in human at different aspects, discovering and explaining it at human activities and behaviors. Therefore, in the study the relationship between emotional intelligence and its elements with sense of success investigated among 44 managers and assistances of units and training centers of Islamic Azad University in region 16.

Methods:

The research is applied one and the research method is cross-correlation. The relationship among the variables is analyzed based on the research objective. The study population consisted of 44 managers and assistances of units and training centers of Islamic Azad University in region 16. The data were accumulated through both emotional intelligence questionnaire and inventory sense of achievement.

To detect the emotional intelligence and its variable, the Bradberry and Graves questionnaire with 28-item were utilized.

To detect the sense of achievement, Raudseep success sense test was used. The questionnaire contains three subgroups ideal, conservative and unsuccessful with 30 items. Against each item of spectra, there are three options ideal, conservative and unsuccessful with 30 items. In contrast, each response item of three-option spectra is ideal, conservative, and failed with 30-item. Against each response item, Likret three-option spectra has been used that “A” stance for fully agree, “B” to some extent agree, and “C” completely disagree. Then, the results were analyzed based on scoring chart information and regarding the materials provided [21].

The questionnaire validation was conducted through a survey of university faculty. Each questionnaire includes validity and its reliability has been evaluated 0.93 for emotional intelligence and 0.74 for sense of success based on Cronbach’s alpha coefficient.

Statistic population:

The study population consisted of 44 managers and assistances of units and training centers of Islamic Azad University in region 16. Since they were 45, sampling wasn’t utilized.

The relationship between variables:

Beside the frequency tables and bar charts, Spearman correlation and Kendall’s tau b test plot were utilized to analyze the data. The data was analyzed by SPSS software. The significant level also was determined 0.05.

Finding, discussion, and results:

The main hypothesis

There is a significant relationship between emotional intelligence and sense of success.

Spearman correlation and Kendall’s tau b tests

There is no significant relationship between emotional intelligence and sense of success. $H_0: \rho \geq 0$

There is a significant relationship between emotional intelligence and sense of success. $H_1: \rho < 0$

The relationship between emotional intelligence and sense of success was obtained according to evaluation through Spearman correlation and Kendall's tau b tests. Since $-\rho$ evaluated in both tests is less than significant level 5% ($\alpha = 0/05$), at this error level (5%) H_0 hypothesis is rejected. It means there is a positive significant relationship between emotional intelligence and sense of success (table 13).

Table 13: Correlation test statistics between emotional intelligence and sense of success

Variable test	Spearman		Kendall's tau b	
	rs	p-	rt	p-
Emotional intelligence	0.142	0.032	0.107	0.034
Sense of success				

Alferd Austin [9] believes that comfort and confidence is the best success. Endeavor, seeking, finding, and not giving up is the secret of real success, in case we achieve, we feel satisfied with body and soul. Therefore, success always occurs by the positive mentality and is born by that [9]. Modern upbringing demonstrates that lack of emotional intelligence can cause detrimental effects in personal and social fields and in contrast, education and fostering it can be the ground of big success. Training the emotional intelligence can provide the appropriate bed to personal and social advance in different and various fields [15]. Bradberry and Graves (Persian translation, 1386) examined the emotional intelligence alongside the 33 important occupational behaviors and figured out that emotional intelligence put most of them inside itself and made them part of itself, such as time managing, motivation, insight, and communication. The emotional intelligence is so necessary to achieve success that includes 60% approaches in the whole jobs. The emotional intelligence, solely, is the biggest element to predict the individual's function at workplace and the strongest power to leadership and success. The research conducted at the University of Queensland, Australia indicates that 90% of those who have high occupational performance have also the high emotional intelligence. Those who foster their emotional intelligence are usually successful at their job, since the emotional intelligence and job success are hand in hand [4].

The emotional intelligence has been recognized as one of the very effective elements at personal success. The emotional intelligence is the assortment of capabilities that the people enjoying them can have the proper communication in different fields and also have the maximum use of the least facilities. The high emotional intelligence, having the appropriate emotional capabilities and competences and skills can have influence on individual's abilities. The individuals without the total emotional intelligence are almost the exaggerated imagine of open-minded ones who are expert at mind field, but they are inefficient at personal world. In other words, a person enjoying high emotional intelligence can easily control her/his emotion and express them in an appropriate form. Such person is more successful in interpersonal relationship and consequently enjoys the better facilities and situations in the life [1].

Goleman (1995) believes that men who have high emotional intelligence are socially balanced, affable, and cheerful. They have a considerable capacity to be at the service of people, solve the problems, take responsibility, and have moral views and they show empathy and attention in communication with others. Their emotional life is rich, but consistent. They are comfortable with themselves, the others, and the whole society in which they live (the individual's features who feel success). Thus being consistent with emotional intelligence and sense of success in a positive way causes the boundless energy to be released in human and stimulates her/him in a positive direction to building on. If the energies are consistent in a negative and contrary direction for any reason and under any situation, then the huge power demolishes and destroys the human.

The first hypothesis:

There is a significant relationship between self-awareness and the sense of success.

Spearman and Kendall's tau b correlation tests

(There is no significant relationship between self-awareness and sense of success) $H_0: \rho \geq 0$.

(There is a significant relationship between self-awareness and the sense of success) $H_1: \rho < 0$.

The relationship between self-awareness and the sense of success was obtained based on the evaluations through Spearman and Kendall's tau b correlation tests. Since evaluated $-\rho$ in both tests is less than significant level 5% ($\alpha = 0/05$), then H_0 hypothesis is rejected at the error level (5%). It means that there is a positive significant relationship between self-awareness and the sense of success (table 14).

Table 14: The correlation tests statistical between self-awareness and sense of success

Variable test	Spearman		Kendall's tau b	
	rs	p-	rt	p-
Self-awareness	0.97	0.023	0.99	0.022
Sense of success				

There are overt and covert forces such as sense and awareness, love, perseverance, anger, lust, hatred, confidence, determination, joy, sorrow, weakness and malaise, anxiety and worry, sensitivity, curiosity, kindness within the human and the react through especial nervous system appropriate to a specific circumstance. If the individuals can discover these energies inside themselves, they would be able to achieve massive and dramatic results using them. This is the difference between successful people in the world with the others [9].

Inability to recognize the true feelings will engage us in the confusion. Those who are more confident toward their feelings are better able to lead their lives. The individuals feel more success. Sense of success can be considered as an inner desire to double attempt in order to meet the needs and continuing efforts to achieve the goals [19]. The inner desires are caused by the factors named triggers.

The second hypothesis:

There is a significant relationship between self-management and the sense of the success.

Spearman and Kendall's tau b correlation tests

(There is no significant relationship between self-management and the sense of success) $H_0 : \rho \geq 0$

(There is a significant relationship between self-management and the sense of success) $H_1 : \rho < 0$

The relationship between self-management and sense of success obtained based on evaluation through Spearman and Kendall's tau b correlation tests.

Since evaluated $-\rho$ in both tests is less than the significant level 5% ($\alpha = 0/05$), then H_0 is rejected at the error level 5%. It means that there is a positive significant relationship between self-management and sense of the success (table 15).

Table 15: Correlation test statistics between self-management and sense of success

Variable test	Spearman		Kendall's tau b	
	rs	p-	rt	p-
Self-management	0.109	0.043	0.112	0.042
Sense of success				

Excitements include most part of the life. The direct and indirect presence of excitements can be observed in reasoning and rationality. Insouciance to the excitements, lack of their managements, and negligence at expressing them can have a high costs to human [15].

It seems reasonable that the more we regulate and manage our emotion, the more we feel success. The emotional continence or postponing satisfaction and appeasing momentum are of the radical factors of emotional intelligence. The individuals with the skill will be so producer and effective at any task they tackle [1].

In addition, the excitement's management plays a pivotal role at increasing confidence. The more the excitements are monitored well in practice and the success goes to a practical form, the more individuals believe in themselves [15].

Bernard Vanir *et al* [16] came to the conclusion that the perception people have of their success and failure reasons is the important factor in determining success-oriented behaviors and their future expectations of their performance. If the individuals feel that their success or failure is controlled of the inside, they are more likely to attempt to achieve success than the time they feel they are controlled by the external factors such as luck or the others reaction.

The third hypothesis:

There is a significant relationship between relationship management (communication skills) and "sense of the success".

Spearman and Kendall's tau b correlation tests

(There is no significant relationship between relationship management (communication skills) and "sense of the success") $H_0 : \rho \geq 0$

(There is a significant relationship between relationship management (communication skills) and "sense of the success") $H_1 : \rho < 0$

The relationship between relationship management (communication skills) and "sense of the success" obtained based on evaluation through Spearman and Kendall's tau b correlation tests. Since the evaluated $-\rho$ in both tests is less than the significant level 5% ($\alpha = 0/05$), then H_0 hypothesis is rejected at the error level (5%). It means that there is a positive significant relationship between relationship management (communication skills) and "sense of the success" (table 17).

Table 17: Correlation tests statistics between relationship management (communication skills) and "sense of the success"

Variable test	Spearman		Kendall's tau b	
	rs	p-	rt	p-
Relationship management (communication skills)	0.094	0.009	0.098	0.008
Sense of success				

This is also perceptible that the individual who are expert at communication skills, listen to the others well and profoundly, accept the others and don't judge, create the sense of dignity and steam in the others not the sense of guilt and they act well at whatever refers to calm interaction with the others. They are social stars, the stars that shine during the day. The mentioned features of the individuals with the communication skills are consistent with those who feel success [1]. According to Ciarrochi *et al* [13] emotional intelligence is important in the normal life. It seems those who cannot deal with their emotions, don't have appropriate interpersonal relationship, are less health mentally, and experience less professional achievements.

The key to success is not merely having the assets such as wealth, power, reputation, or having the knowledge. But, it is how to use them through proper communication and understanding people, love and sharing ones science, knowledge, and health with the others [9].

The forth hypothesis:

There is a significant relationship between social awareness and "sense of success".

Spearman and Kendall's tau b correlation tests

(There is no significant relationship between social awareness and "sense of success") $H_0 : \rho \geq 0$

(There is a significant relationship between social awareness and "sense of success") $H_1 : \rho < 0$

The relationship between social awareness and "sense of success" obtained based on evaluation through Spearman and Kendall's tau b correlation tests. Since the evaluated $-\rho$ in both tests is more than significant level 5% ($\alpha = 0/05$), then H_1 is rejected at the error level (5%). It means that there is no significant relationship between social awareness and "sense of success".(table 16).

Table 16: Correlation tests statistics between social awareness and "sense of success"

Variable test	Spearman		Kendall's tau b	
	rs	p-	rt	p-
Social awareness	0.354	0.537	0.324	0.542
Sense of success				

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