

THE RELATIONSHIP BETWEEN EMOTIONAL INTELLIGENCE AND SELF-ESTEEM OF STAFF WITH THEIR ORGANIZATIONAL DEVELOPMENT IN THE DEPARTMENTS OF YOUTH AND SPORT ORGANIZATIONS OF KERMANSHAH

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Abstract

The aim of this study was to investigate the relationship between emotional intelligence, self-esteem and the organizational development in sport and youth department of Kermanshah Province. This study was a descriptive correlation. The statistical population included all the staffs (n=90) in sport and youth department of Kermanshah Province. Since statistical population was small whole statistical population was considered as statistical sample of the present research. Emotional intelligence questionnaire (Lane, 2009), Cooper Smith's self-esteem questionnaire (1967) and Ashoori and Hagh Shena's questionnaire of organizational development were used to collect the data. The reliability coefficient of these questionnaires were obtained by the use of Cronbach's alpha, which were respectively; 0.83, 0.81 and 0.80. Descriptive statistics was used to analyze data and inferential statistics i.e. Kolmogorov-Smirnov test was used to distinguish the normal distribution of data, also Pearson correlation coefficients was used to investigate the relationship between the variables and multiple regressions was used to indicate the share of variables in the prediction. The analysis of research data showed a positive, significant relation between emotional intelligence and the different aspects of organizational development (0.492) and self-esteem and the different aspects of organizational development (0.426) in sport and youth department of Kermanshah Province. Emotional intelligence and self-esteem, 0.422 percent can predict the organizational development in sport and youth department of Kermanshah Province, in which the share of emotional intelligence and its different aspects is more than self-esteem.

Key words: self-esteem, emotional intelligence, Departments of Youth and Sport

Introduction

Nowadays, organizations face many unpredictable, quick changes in their working climate. Managers and leaders should keep their organizations away from the obstacles which cause slump in their organizations. In contrast, there are major factors that can strengthen their organizations and cause success in future. On the other hand, organizations continuously are faced with numerous changes. Organizational changes that are sometimes referred as organization developments consider organization as a system or interlacing set (Senge, 1996). Philibin (1999) considers organizational development as process by which an organization in order to achieve the maximum effectiveness in a mission and preserves it for a long-term, increases its internal capacities. Furthermore, the organizational development includes; concepts, the different methods to change the organization. An organizational development is a series of scientific, pragmatic principles in the behavioral sciences such as social psychology, social culture, sociology, psychology, and political science (French, 2005). In order to face new changes Organizations need to be developed; on the other hand, the staffs who adapt themselves with these conditions and have higher self-esteem are more affective. Self-esteem is a self-evaluation which reflects an individual's reliability to his own ability, importance, success and value and finally indicates the interest/unkindness of that person to his own (Tamanaee Far, et al., 2010).

Therefore, improving the self-esteem of employees is one of the most important factors of success. Self-esteem also means that in the case of any failure you learn a lesson and try again to reach success (Najarpoor Ostadi, et al., 2012). On the other hand, it seems that emotional intelligence can be a complete form of human's attention in the organizations also it can be a new tool in the hands of managers to allocate identity to the employees inside the organization and get their content, these goals have direct relations with their abilities to motivate their emotions in order to obtain effectiveness and efficacy in the organizations (Dehshiri, 2003). According to Diggings (2004) emotional intelligence helps individuals to have more information about the interpersonal methods, identify and manage the impact of emotions on thinking and behavior, develop the ability to recognize and understand how to manage relationships and social mobility in the workplace. Bar-Oun (2006) believes that emotional intelligence is a set of defined capabilities, non-cognitive skills which influence on the people's abilities in achieving success and resist the environmental pressures. Therefore, emotional intelligence is a key among the researchers in the social sciences, to develop the (Mayer and Fletcher, 2007). Serious and fundamental role of the quality and performance of managers in dynamism of organization, lack of attention to concepts such as emotional intelligence and self-organizational

psychology in organizational behavior issues and indefinite contribution of each of these factors on the performance of employees are among the factors which indicate the necessity of conducting the present study. Shabani Bahar et al., (2010) have studied the relationship between emotional intelligence and the sport functions of athletes in Hamadan, they concluded that higher emotional intelligence has positive significant relationship with the sport success and emotional intelligence predicted the same success about 13%. Najarpour and Taghizaden (2012) studied on the relation between emotional intelligence and the organizational development among the staff in the Islamic Azad University, Shabestar branch; they showed that the factors of tolerance of psychological pressures and realism have significant relationships with the organizational development. Also their study revealed that the rank of emotional intelligence and the variables of organizational development are same among the men and women. Taghizadeh et al (2009) considered the classification of six main principles in the organizational development in Khoy, educational department. The results of their study indicated that nurture and empower principles had higher priorities than other principles. Rashidi and Abdol alMaleki (2006) in their research studied the relationship between emotional intelligence and its components with the efficiency of educational managers in different districts of Tehran and reported a significant relationship between variables.. Mir Kamali et al., (2007) in their study showed a significant positive relationship between emotional intelligence and tendency toward organizational changes of managers with emotional dimensions.

Also the emotional intelligence can predict the tendency toward emotional intelligence among managers.. Janati et al., (2012) studied on the relationship between emotional intelligence and self-esteem among nurses, and nursery scholars in Mazandaran, Medical Science University, they concluded that there is significant relationship between the aspects of emotional intelligence and the factors of self-esteem. Sarnia (1998) studied 400 staff and found out that those who have higher emotional intelligence are happier and more independent and better in their functions. Furthermore, they are more optimistic, more resentful to the stress. Gardner et al (2004) found out that organizational self-esteem mediated the performance of staff and the level of payment and pensions was positively associated with self-esteem and self-esteem. Also self-esteem was effective on fair judgment., Stoeber and Otto (2006) stated that positive idealism has relationship with well-convenience, positive emotion, patience and educational progress. Self-esteem as a modifier plays an important role between idealism and psychological health. Jorfi et al., (2010) examined the relationships between emotional intelligence and the job performance among the staff in a private company, they concluded that staff s along with their technical skills are in need of emotional

intelligence skills to develop their jobs; therefore, in order to increase their own performance and efficiency organizations are in need of staffs who have higher emotional intelligence. The organization of sport and youth is one of the key sport organizations in any city, it has many duties to develop sport, and it has recently divided into two sections of sport and youth. On the other hand, this organization in order to develop the organizational development, and staff's psychological features (emotional intelligence and self-esteem). Therefore, this study is to examine the relation between staff's self-esteem, emotional intelligence and the organizational development in the departments of youth and sport of Kermanshah Province, therefore, the main question of study is that "what is the relationship between staff's emotional intelligence, self- esteem and the organizational development?" On the other hand, to what extent emotional intelligence and self-esteem can predict the organizational development?

Methodology

This study was a descriptive correlation. The statistical population included all the staffs (n=90) in sport and youth department of Kermanshah Province. Since statistical population was small whole statistical population was considered as statistical sample of the present research. the following questionnaires were used to gather data: a) the Lane's questionnaire of emotional intelligence in sport (2009), Cooper Smith's (1967) questionnaire of organizational development, the questionnaire of self-esteem, Ashoori's and Hagh Shenas' questionnaire of organizational development. The SPSS software and Cronbach's alpha was used to indicate the reliability coefficient of questionnaires which was 0.83 for the questionnaire of emotional intelligence, 0.81 for questionnaire of self-esteem, 0.80 for questionnaire of organizational development. Descriptive statistics was used to analyze data, Kolmogorov-Smirnov test was used in inferential statistics section to distinguish the normal distribution of data, Pearson correlation coefficients to assign the relationships among the factors, and the analysis of multiple regressions was used to predict the share of variables.

Results

According to the indexes of descriptive statistics, 61.4 percentages and 36.4 percentages of statistical samples were male and female. 16 percentages had less than 30 years old, 38.6percentages were 30-40, 40.9 percentages were 41-50years old and 4.5 percentages were higher than 50 years old. 35.1% had diploma or Associate's degree, 38.6%license and 26.3 in M.A. among them, there is 47.7% who have 6-10 years experience. The middle of organizational development, self-esteem, and emotional intelligence are in the middle organizations in the departments of youth and sport of Kermanshah Province.

First hypothesis of this study studied the relationship between self-esteem and organizational development (Table 1).

Table 1 Correlation between the variables of self-esteem and organizational development

| Variable | N | correlation coefficient | significance level |
|----------------------------|----|-------------------------|--------------------|
| Organizational development | 87 | 0.426 | 0.000 |
| Self-esteem | 87 | | |

According to the tables and Pearson correlation coefficients, there is direct, significant relationship between the variables of organizational development and self-esteem in the departments of youth and sport of Kermanshah. Second hypothesis, there is a relationship between the variables at emotional intelligence and the organizational development (Table 2).

Table 2 Correlation between the factors of emotional intelligence and the aspects of organizational development

| | Variable | Emotional intelligence | Evaluating the feelings of others | Self-emotion evaluation | self-regulation | Social skills | the use of emotions | Optimism |
|----------------------------|----------------------------------|------------------------|-----------------------------------|-------------------------|-----------------|---------------|---------------------|----------|
| Organizational development | Pearson correlation coefficients | 0.492 | 0.395 | 0.273 | 0.255 | 0.384 | 0.299 | 0.335 |
| | P value | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.005 | 0.002 |
| | Number | 87 | 87 | 87 | 87 | 87 | 87 | 87 |

Table 3 The summary of regression model

| Factor | R | R ² | The standard error results |
|--------|-------|----------------|----------------------------|
| value | 0.560 | 0.422 | 0.471 |

Table 4 Multiple regression

| The source of change | Sum of squares | degree of freedom | Mean square | F | Sig |
|----------------------|----------------|-------------------|-------------|-------|-------|
| Effect of regression | 141.29 | 2 | 54.71 | 93.56 | 0.000 |
| Left amount | 98.52 | 84 | 80.50 | - | - |
| Whole amount | 239.82 | 86 | - | - | - |

Table 5 Statistics of variables in the result model of regression of emotional intelligence and self-esteem

| Name of variable | B | Std.B | Beta | T | Sig. |
|------------------------|-------|-------|-------|-------|-------|
| Weigh from center | 58.69 | 5.430 | - | 12.81 | 0.000 |
| Emotional intelligence | 0.878 | 0.319 | 0.482 | 3.169 | 0.000 |
| Self-esteem | 2.275 | 0.231 | 0.575 | 0.647 | 0.000 |

As it was shown in table (4), regarding the amount of $f = 93.56$ and significant level $P \leq 0.000$, it can be said that the results of variance is significant and can be predicted through the variables of emotional intelligence and self-esteem, organizational development in the departments of youth and sport of Kermanshah. Therefore, null hypothesis was rejected and the hypotheses of

As shown in Table (2), according to Pearson correlation coefficients there is direct significant relationship between emotional intelligence and the aspects of organizational development in the departments of youth and sport of Kermanshah.

At end, the extent to which emotional intelligence and self-esteem can predict the variance of organizational development was investigated in the departments of youth and sport of Kermanshah and below is the summary of regression model (table 3). According to the data given in table (3), the correlation of multiple regression between emotional intelligence, self-esteem and organizational development is $R^2 = 0.422$, this amount shows the fact that emotional intelligence and self-esteem predicated about 0.422 of variance of changes in the organizational development. table (4) indicates the significant values in multiple regression.

research were approved.

Regarding $Beta = 0.482$, it can be said that emotional intelligence is more effective than other factors to predict the organizational development in the departments of youth and sport of Kermanshah.

Discussion and Conclusion

The aim of this study was to investigate the relationship between self-esteem, emotional intelligence and organizational development in the departments of youth and sport of Kermanshah. The results of first hypothesis showed that there was a significant direct relationship between self-esteem and the factors of organizational development in sport and youth department of Kermanshah province which was 0.426. The results showed that the level of self-esteem influences on the relation with others and mental health and provides organizational development.. If people have high self-esteem they will be satisfied with their jobs and life and always try to achieve their objectives. It is clear that job motivations, organizational self-esteem can increase self-value of staff. So it is clear that through job motivation and sense of organizational self-esteem one can lead the employees of organization toward the development, and since human development is related to the organizational development, a developed human being can develop the organization. The results of this section were consistent with the Gardner's et al., (2004) and Stooner et al., (2006) studies which showed that

showed that the staff's self-esteem is related to the development of human being's personality and organizational performance. The investigation of the relationship between emotional intelligence and its dimensions with organizational development it was revealed that the two dimensions evaluating other's feelings and social skills were most relevant dimensions with the organizational development. The results of study can be explained in this way that emotional intelligence is related to the qualities such as the perception of personal emotions, perception of interpersonal emotions, and the control of self-emotions. The organizational development aims to recognize human's value great organizational challenges. The organizational development means to provide the causes for the development of organizations which function through nurturing the individuals who are the valuable capitals of organizations. In general we can say that the staffs with a higher resistance against events and stressful situations, actively and positively encounter with sources of stress and have a realistic approach toward the feelings of others and assess their organization as a developed organization. In this regard, leaders need to manage the relationships effectively and social skills make it possible so that they can develop their organizations. The results of present study were consistent with the results of Najjar Poor's and Taghi Zadeh's (2012), Mir Kamali's et al., (2007), Sarni's (1998) studies. The results of the data analysis for the extent of predicted by self-organization development and emotional intelligence indicated that between these two variables, emotional intelligence had the greatest impact on development prediction among the departments of youth and sport of Kermanshah. Due to the capability of the prediction of organizational development by emotional

intelligence it can be said that in the emotional intelligence of employees of the the departments of youth and sport of Kermanshah there are some skills which accelerate the process of emotional intelligence data which improves the social relations as well as the individual health. The staff's emotional intelligence enables them to understand the emotions of customers and behave them as the ones who have unique abilities and requirements. The staff who have sympathy use their own social skills to help others members in the organization and develop their positive emotions, in order to access goals that all these factors ultimately lead to more prosperity and effectiveness of the organization. As whole, the results were consistent with Najjarpoor's and Taghi Zadeh's (2012) Mir Kamali's et al., (2007) Gardner's et al., (2004), Rashidi's and Abdol Maleki's (2006), Sarni's (1998) and Jerfi's studies. Regarding the relationship between staff's emotional intelligence, self-esteem and the organizational development, it can be said that the developments of twenty one century are aligned with the quick, organizational developments, because quick environmental changes provide the organizational development. In order to be aligned with these changes, the organizations need to improve the functional development. Since the most important sources of organizations is human sources the human beings who are more intelligent and self-confident show more talents and skills while serving for the organizations., Therefore the managers of sport organizations are suggested to take necessary measurements to involve employees in making decisions, positive interactions, foster confidence among employees, establish self-control, direct and indirect encouragement of conscientious and innovative employees, at the same time stimulate the internal capabilities in order to strengthen their emotional intelligence.

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ODNOS EMOCIONALNE INTELIGENCIJE I SAMOPOŠTOVANJA OSOBLJA S NJIHOVIM ORGANIZACIJSKIM RAZVOJEM U ODJELIMA ORGANIZACIJA MLADOSTI I SPORTA KERMANSHAHA

Sažetak

Cilj ovog istraživanja bio je ispitati odnos između emocionalne inteligencije, samopouzdanja i organizacijskog razvoja Odjela sporta i mladih Kermanshah provincije. Ova studija je opisno korelacijska. Statistička populacija uključuje svo osoblje ($n = 90$) u Odjelu sporta i mladih Kermanshah provincije. Budući je populacija mala, cijela populacija se smatra uzorkom. Upitnik emocionalne inteligencij (Lane, 2009), Upitnik samopoštovanja Cooper Smith (1967) i Ashoori and Hagh Shena Upitnik organizacijskog razvoja su korišteni za prikupljanje podataka. Koeficijent pouzdanost ovih upitnika dobiveni su korištenjem Cronbach alfa koeficijenata, koji su respektivno: 0.83, 0.81 i 0.80. Deskriptivna statistika je korištena za analizu podataka i inferencijalne statistike odnosno Kolmogorov-Smirnov test korišten je za usporedbu s normalnom distribucijom podataka, a također Pearson koeficijenti korelacije su korišteni za istraživanje odnosa između varijabli. Višestruka regresija je korištena za označavanje udjela varijabli u predviđanju. Analiza istraživanja podataka pokazala je pozitivan, značajan odnos između emocionalne inteligencije i različitih aspekata organizacijskog razvoja (0.492), kao i samopoštovanje i različitih aspekata organizacijskog razvoja (0.426) u Odjelu sporta i mladih Kermanshah provincije. Moglo bi se reći da Emocionalna inteligencija i samopoštovanje mogu oko 42 % predvidjeti organizacijski razvoj Odjela sporta i mladih Kermanshah provincije, u kojem je udio emocionalne inteligencije i njenih različitih aspekata viši od samopouzdanja.

Ključne riječi: samopoštovanje, emocionalna inteligencija, Odjel mladih i sporta

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