Investigate of relationship between moral intelligence and age in Isfahan staff

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Abstract: Moral intelligence is one aspects of intelligence that can produce the framework for human correct action and is the behavior predict factor. The purpose of this study is the consideration of relationship between moral intelligence and age in Isfahan staff. For this purpose Falavarjan azad University, Isfahan art center and Khomeini shahr education office was selected using cluster sampling and 250 person were selected randomly from the staff of these centers. Then moral Intelligence Scale Lennik & Kiel was completed by each member of the sample. The obtained data were analyzed by the SPSS-16 software. The findings showed that there is a significant relationship between seven component of moral intelligence including: telling the true , keeping promises, taking responsibility for personal choices , admitting mistakes and failures , Accept responsibility for serving others ,actively caring about others and ability to let go of others mistakes and the age .Accordingly it was found that there is no significant relationship between three components of moral intelligence including: acting consistently with principles values and believes ,standing up for what is right, ability to let go of one's own mistakes and the age.

Keywords: Moral intelligence, telling the true, keeping promises, taking responsibility, age

INTRODUCTION

The importance of intelligence as a factor influencing in the lives of individuals is well known to everybody. In the scientific literature, intelligence is defined as a general concept of universal and is associated with cognitive ability. This concept has been generally related to the ability to learn and think and often is used to describe the skills and events. Individuals are different in terms of intelligence. This difference is due to their variable combination of innate, inherited and acquired characteristics. Ethics defined as a set of principles which is often used as a charter for guidance [1].

In fact moral concepts are represents the forms of human life and described beliefs and values guiding the people in their decisions [2].

So moral intelligence is defined as include ability to distinguish between right and wrong based on universal principles. This type of intelligence in the current modern world can act as a compass for action. Moral intelligence is not only provides robust and defensible framework for human activity, also has many applications in the real world. In fact, this types of intelligence guidance all other types of human intelligence to perform valuable tasks [3]. Borba [4] defined moral intelligence as the capacity to recognize right from wrong, having moral certainty and act on

them in order to provide correct and decent behavior. This kind of intelligence represents the human mental capacity to determine how universal human principles related to values, goals and actions. Moral Intelligence also indicates the willingness and ability to set the standards for excellence and exceed their benefits and even issues such as impact in focus of individual reactions. Moral intelligence consists in four main aspects including integrity, responsibility, forgiveness and compassion and 10 sub-categories (competence), including Acting consistently with principles values and beliefs, Telling the true, Standing up for what is right, Keeping promises, Taking responsibility for personal choices,. Admitting mistakes and failures, accept responsibility for serving others, Actively caring about others, Ability to let go of one's own mistakes, Ability to let go of others mistakes, They drafted a drafted a questionnaire according to this model to determine the level of moral intelligence and its subset of individuals [5].Today, researchers are interested in moral intelligence. Because describe the boundary between altruism and egoism. Considering moral intelligence is a scripture that inspired the idea is the idea of individual behavior. Research suggests that moral development of individuals have direct relationship with behaviors that they show. Moral intelligence means attention to nature and human life, economic and social prosperity and free communication and honest and Civil Rights [21].

Moral Intelligence refers to the fact that we're not born with an innate moral or immoral but we learn how to be good. Learning for Well Being including communication, feedback, socialization and training that did not end [6].

What we need to do things right, is Moral intelligence which by using it we closer to learn to act intelligently and achieve best practice. Individuals with high moral intelligence right do, their actions are always consistent with their values and beliefs, have high performance and always connect ethical principles with work.

METHODS

This research is co relational. The populations of this research were Educational and cultural sector employees of Isfahan province in 2013. In this study among the artistic and cultural organizations by using cluster sampling method Falavarjan Azad University, Art Institute of Isfahan Education Khomaini shahr selected. In the next step through sampling proportional to size sampling was done each of the following groups. Considering the size of the population and the size of each sub-group, 250 people randomly Classified were selected from the staff of these centers. This instrument consisted of a questionnaire moral intelligence that was presented by Link & Kiel and has been established 40 questions on a five-degree range (never, rarely, sometimes, often or all the time). Reliability test using Cronbach's alpha r=0.94 was calculated and formal validity, content and internal consistency component was approved by experts [2].

This questionnaire is intended for the moral intelligence of ten competencies which include: Acting consistently with principles values and beliefs, Telling the true, Standing up for what is right, Keeping promises, Taking responsibility for personal choices,. Admitting mistakes and failures, accept responsibility for serving others, actively caring about others, Ability to let go of one's own mistakes, Ability to let go of others mistakes. Validity and reliability of the questionnaire is approved by [7].

Finding

Tables 1 to 13, are examined the research hypotheses.

Table (1), relating to the distribution of employees by age and show that1/19% of employees aged 22-26, 6/27% in the age group 27 to 31 and 3/53% are in the age group 32 and above. Table 1 frequency percentage according to age.

Table 2 indicates the mean and standard deviation for each of the ten subscales Moral Intelligence in the age groups of employees. As shown in the table, mean subscale of ten people aged 32 and above is higher than other groups.

To investigate the effect of age on staff's moral intelligence Analysis of one way variance was used. Before using this test assumption of homogeneity of variance should be investigated. Otherwise the assumption of homogeneity of variance, Welchstability test should be used.

Table 1: Distribution of employees

		Frequency	Percent
age	22-26	47	19/1
	27-31	68	27/6
	32 and above	131	53/3
	Total	246	100/0

Hypothesis1: Performance based on principles, values and beliefs change with increasing age.

Table 2 indicates the means and standard deviations for performance based on principles, values and beliefs the means and standard deviations for performance based on principles, values and beliefs employees in the age groups. Average yield based on the values and beliefs of individuals aged 32 and above are higher than the other groups.

Before performing ANOVA using the Loon test homogeneity of variances was identified as one of the assumptions it was found that the default is to establish homogeneity of variances. Analysis of variance was performed according to the following assumptions. The results of this analysis are shown in Table (3) is presented.

Hypothesis 2: The telling the truth does change with increasing age.

Table 3; indicate the mean and standard deviation for the telling the truth in age groups of employees. Mean telling the truth in people aged 32 and above is more than other groups. Before performing ANOVA by using Leuven test homogeneity of variances w due to the observance of the presumption as identified as one of the assumptions analysis of variance was performed. The results of this analysis are presented in Table (4).

Hypothesis 3: Perseverance and persistence for the right does change with increasing age.

Table 4, indicate the mean and standard deviation for the telling the truth in age groups of employees. Mean Perseverance and persistence for the Perseverance and persistence for the right in people aged 32 and above is more than other groups. Before performing ANOVA by using Leuven test homogeneity of variances w due to the observance of the presumption as identified as one of the assumptions analysis of variance was performed. The results of this analysis are presented in Table (5).

Hypothesis4: fulfillment change with increasing age.

Table 5; indicate the mean and standard deviation for the fulfillment in age groups of employees. Mean fulfillment in people aged 32 and above is more than other groups. Before performing ANOVA by using Leuven test homogeneity of variances w due to the observance of the presumption as identified as one of the assumptions analysis of variance was performed. The results of this analysis are presented in Table (6).

Hypothesis 5: Responsibility change with increasing age.

Table 6, indicate the mean and standard deviation for the Responsibility in age groups of employees. Mean f Responsibility in people aged 32 and above is more than other groups. Before performing ANOVA by using Leuven test homogeneity of variances w due to the observance of the presumption as identified as one of the assumptions analysis of variance was performed. The results of this analysis are presented in Table (7).

Hypothesis 6: Admits mistakes and failures change with increasing age.

Table 7; indicate the mean and standard deviation for the Admits mistakes and failures among age groups of employees. Mean Admits mistakes and failures in people aged 32 and above is more than other groups. Before performing ANOVA by using Leuven test homogeneity of variances w due to the observance of the presumption as identified as one of the assumptions analysis of variance was performed. The results of this analysis are presented in Table (8).

Hypothesis 7: Assume responsibility for serving others change with increasing age.

Table 8, indicate the mean and standard deviation for the Assume responsibility for serving others among age groups of employees. Mean Assume responsibility for serving others in people aged 32 and above is more than other groups. Before performing ANOVA by using Leuven test homogeneity of variances w due to the observance of the presumption as identified as one of the assumptions analysis of variance was performed. The results of this analysis are presented in Table (9).

Hypothesis 8: Active interest in others changes with increasing age.

Table 9, indicate the mean and standard deviation for the Active interest in others among age groups of employees. Mean Active interest in others in people aged 32 and above is more than other groups. Before performing ANOVA by using Leuven test homogeneity of variances w due to the observance of the presumption as identified as one of the assumptions analysis of variance was performed. The results of this analysis are presented in Table (10).

Hypothesis 9: The ability to forgive their mistakes changes with increasing age.

Table 10; indicate the mean and standard deviation for the ability to forgive their mistakes among age groups of employees. Mean the ability to forgive their mistakes in people aged 32 and above is more than other groups. Before performing ANOVA by using Leuven test homogeneity of variances w due to the observance of the presumption as identified as one of the assumptions analysis of variance was performed. The results of this analysis are presented in Table (11).

Hypothesis 10: The ability to forgive the mistakes of others changes with increasing age.

Table 12; indicate the mean and standard deviation for the ability to forgive the mistakes of others among age groups of employees. Mean the ability to forgive the mistakes of others in people aged 32 and above is more than other groups. Before performing ANOVA by using Leuven test homogeneity of variances w due to the observance of the presumption as identified as one of the assumptions analysis of variance was performed. The results of this analysis are presented in Table (12) and (13).

Table-2: Descriptive Statistics

Scrap scale		age			
Act based on values and beliefs	Mean	22-26	27-31	aged 32 and above	total
	Standard deviation	7.938	7.713	7.969	7.893
Telling the Truth	Mean	0.1392	0.1505	0.1049	0.0746
	Standard deviation	7.894	7.676	8.080	7.933
Perseverance and persistence for the right	Mean	0.1558	0.1424	0.0843	0.0673
	Standard deviation	7.223	7.118	7.439	7.309
Fulfillment	Mean	0.1753	0.1643	0.1135	0.0829
	Standard deviation	0.1456	0.1498	0.0938	0.0716
Responsibility	Mean	7.745	7.272	7.760	7.622
	Standard deviation	0.1995	0.1583	0.1037	0.806
Admits mistakes and failures	Mean	7.383	7.419	7.771	7.600
Assume responsibility for serving others	Standard deviation	0.1492	0.1513	0.0988	0.0736
	Mean	7.479	7.250	7.847	7.612
Active interest in others	Standard deviation	0.1812	0.1423	0.1129	0.0812
	Mean	7.638	7.162	7.721	7.551
The ability to forgive their mistakes	Standard deviation	0.1740	0.1364	0.1111	0.0789
	Mean	7.468	7.132	8.099	7.711
The ability to forgive the mistakes of others.	Standard deviation	0.1641	0.1458	0.5259	0.1804
	Mean	7.266	7.118	7.622	7.415
	Standard deviation	0.1746	0.1471	0.1258	0.0861

Table-3: Analysis of Variance

Performance based on principles and values		Total Square	Degrees of freedom	Mean Square	Statistics F	Significance
	Between-group	3/057	2	1/529	1/117	0/329
	Intra-group	332/428	243	1/368		
	total	335/485	245			

Due to the significant 329/0 which is much more 05/0, assume the effect of age on performance-based employee values and beliefs is not significant.

Table-4: Analysis of Variance

telling the truth		Total Square	Degrees of freedom	Mean Square	Statistics F	Significance
	Between-group	7/384	2	3/692	3/376	0/036
	Intra-group	265/759	243	1/094		
	total	273/143	245			

Due to the significant 0/036which is little than 05/0, assume the effect of age on telling the truth employee is significant.

Table-5: Analysis of Variance

Perseverance and persistence for the right		Total Square	Degrees of freedom	Mean Square	Statistics F	Significance
	Between-group	5/046	2	2/523	1/499	0/225
	Intra-group	408/975	243	1/683		
	total	414/020	245			

Due to the significant 0/225 which is much more 05/0, assume the effect of age Perseverance and persistence for the right employee is not significant.

Table-6: Analysis of Variance

fulfillment		Total Square	Degrees of freedom	Mean Square	Statistics F	Significance
	Between-group	11/357	2	5/679	4/631	0/011
	Intra-group	297/950	243	1/226		
	total	309/307	245			

Due to the significant 0/011 which is little than 05/0, assume the effect of age fulfillment
Employee is significant.

Table-7: Analysis of Variance

Responsibility		Total Square	Degrees of freedom	Mean Square	Statistics F	Significance
	Between-group	11/513	2	5/756	3/678	0/027
	Intra-group	380/329	243	1/565		
	total	391/841	245			

Due to the significant 0/027 which is little than 05/0, assume the effect of age Responsibility in employee is significant.

Table 8: Analysis of Variance

Admits mistakes and failures		Total Square	Degrees of freedom	Mean Square	Statistics F	Significance
	Between-group	8/269	2	4/134	3/154	0/044
	Intra-group	318/541	243	1/311		
	total	326/810	245			

Due to the significant 0/044 which is little than 05/0, assume the effect of age Admits mistakes and failures in employee is significant.

Table 9: Analysis of Variance

Assume responsibility for serving others		Total Square	Degrees of freedom	Mean Square	Statistics F	Significance
	Between-group	17/001	2	8/500	5/433	0/005
	Intra-group	380/175	243	1/565		
	total	397/176	245			

Due to the significant 0/005 which is little than 05/0, assume the effect of age Assume responsibility for serving others in employee is significant.

Table-10: Analysis of Variance

Active interest in others		Total Square	Degrees of freedom	Mean Square	Statistics F	Significance
	Between-group	14/463	2	7/232	4/872	0/008
	Intra-group	360/652	243	1/484		
	total	375/115	245			

Due to the significant 0/008 which is little than 05/0, assume the effect of age Active interest in others in employee is significant.

Table-11: Analysis of Variance

The ability to forgive their mistakes		Total Square	Degrees of freedom	Mean Square	Statistics F	Significance
	Between-group	45/287	2	22/644	1/131	0/324
	Intra-group	4864/721	243	20/019		
	total	4910/008	245			

Due to the significant 0/324 which is much more 05/0, assume the effect of age the ability to forgive their mistakes in employee is not significant.

Table-12: Welch Test

The ability to forgive the mistakes of others.	Welch Statistics	Degrees of freedom 1	Degrees of freedom2	Significance
	3/635	2	120/978	0/029

Table-13: Analysis of Variance

The ability to forgive the mistakes of others.		Total Square	Degrees of freedom	Mean Square	Statistics F	Significance
	Between-group	12/677	2	6/339	3/549	0/030
	Intra-group	434/030	243	1/786		
	total	446/707	245			

Due to the significant 0/030 which little than 05/0, assume the effect of age the ability to forgive the mistakes of others in employee is significant.

DISCUSSION

Moral intelligence is vital for all human beings;because leads other forms of intelligence to perform valuable tasks [21].

Also having individuals of good moral intelligence,give direction to their behavior and affect their interaction with the surrounding community.Having good moral intelligence plays an undeniable role in the success of communities [8]. Individuals with high moral intelligence always work with ethical principles.This leads to increased individuals commitment and greater accountability and is improve individual and group performance [9].

Every person is fundamental core values which are origin of beliefs, ideas, and opinions.In this context,one value such right or equivalent is core that we're based on it practice or activity.Values of one person are usually broad and not entirely consistent with his values.In addition in many studies have shown that individual moral and character traits such as honesty, kindness, good mood, patiently is important criterion in the people judge about the individual [9-13].

According to the Theory of Moral Intelligence of link and kil (2011) if moral intelligence of a person is high His career world also will improve. The findings of this research suggest that among the seven component of moral intelligence including honesty, deliver, accountability, failure to admit mistakes, accept responsibility for the service of others, actively interested in others and the ability to forgive the mistakes of others there is a significant correlation with increasing age. Also based on the results between the three components of moral intelligence included Performance based on principles and values transferability and credibility, Perseverance and persistence for the right and the ability to forgive its mistakes there is not significant correlation was observed between themwith increasing Age.

Bahrami et al [1] in their study, they showed that Employees from the opinions of three general components Integrity, responsibility and forgiveness are in very good condition and Statistically significant relationship between age and moral intelligence.These results are consistent with the findings of the present study.

Rostami [14] in his study that examines the relationship between emotional intelligence and religious status of high school students in Tehran,Indicated that the religious and its moral teachings,is causing Greater and better consistency of students.

In addition,Criteria, such as having a purity, forgiveness, courage, good natured, humble is a good criteria in terms of religion of Islam [15].

Moral Intelligence Structures such as Integrity,Responsibility, compassion and Forgiveness and also Compassion, consciousness,Respect, self-control,Kindness and fairnessbefore being considered by contemporary scholarsattention and emphasis placed in rich sources religion of Islam including in Karim Quran, Nahj Elbalaghe, antiques minds, Bhar Elanwar [16].

Langlois & Lapointe [17] In their study have shown that Background service and experience of the individuals has significant relations with their moral intelligence These results are consistent with this findings.Because in this study at the age of 32 and abovethe moral intelligence subscale scores higher than other ages. Mokhtari et al. [21] also in their study in Isfahan University of Medical Sciences have shown that service experience has a significant relationship with moral intelligence.

Mohammadi, Nakhaee, Borhani, and Roshan Zadeh [18] Showed that there was a significant positive relationship between moral intelligence and their age and years of service. Siadat et al [20] also in their study reported a significant relationship between the components of moral intelligence and leadership team.Because the age increases,dimensions of moral intelligence increases,it can be concluded that there is the capability promote and enhance the moral intelligence.This may be of interest to education professionals, parents, educators, school system and the individuals.Having high moral intelligence allows the individual to be more honest and show greater responsibility.In addition, people with high moral intelligence more than others have ability to admit their mistakes and also able to show more forgiving to mistakes of others.These features can be lead to increased academic success, career, as well as individual family in the long term.

In the end, it is necessary to point out that this study due to existing hardships has been conducted only among employees Azad University, Art Bureau and Education and must be careful in generalizing these results to all employees.In addition,Results of this study can be place among different classes of Parents, counselors and education authorities to use these finding in order to increase the level of moral intelligence and adaptability of individuals.

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