The Relationship between Managers' Spiritual Leadership and Innovation in Municipal Staff of Amol, Iran

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Abstract: The aim of this research was to investigate the relationship between managers' spiritual leadership and innovation in municipal staff of Amol, Iran. Research method was descriptive-correlation type. The statistical society was all of administrative staff of Amol municipal which included 727 individuals. According to Morgan table, 250 individuals were randomly selected. Data was selected based on a questionnaire and was analyzed through Pearson correlation. The results showed that apart from meaningful aspect, there was significant and positive relationship between all aspects of managers' spiritual leadership with creativity in municipal staff of Amol

Keywords: Innovation, Municipal, Manpower.

Introduction

All organizations require new thoughts and innovative and fresh comments for survival. Innovation means making practical those thoughts. The manager's job is inherently a problem-solving. There is no manager if in organization there is no problem. Problems usually, is solved by two methods of rational and creatively. Effective managers are able to solve problems rationally and creatively that there are different skills to solve any kind of these problems. Driving forces have to overcome barrier forces so that new idea is created and improved.

The condition should be such that driving forces lead ours toward the new method and comment (Sheikhinejad & Ahmadi, 2009). Spirituality is one of the human aspects and include of the awareness and self-knowledge. Bilotta believes that spirituality is going beyond the everyday life and integration with someone other than us. Spirituality is a public issue. Spirituality like as excitement has degrees and different effects. It may be conscious or unconscious, grown or not grown, healthy or ill, simple or complex, useful or dangerous (French et al., 2000). Totally, the importance and necessity of spirituality in work environment is so that it can bring humanity for organization, activity for communities and responsibility for environment (Nasehi far & Almasi fard, 2009). In fact, a shift in the development of leadership's theories has emerged from World War II. Several theories are provided in the field of followers' motivation such as the theory of path-goal, charismatic leadership, transformational leadership and interactive leadership. Deep thought to the evolution of leadership's researches shows that different researches is performed about physical, mental and emotional features of leaders. But, spiritual leaderships' feature is an issue that is attracted much attention in recent years and also, is an issue that how could bring high function of staff by resorting to spirituality. Innovation is an issue that from past has been attracted the attention of scientists and scholars in the field of education. Nowadays, it is named as an important and

determining factor in the direction of growth, development and progress of countries. The sensitivities are created following the problem recognition and following that, search for finding solutions for problems are created theories. Then, theories and solutions are examined and required research is created (Moghimi et al., 2007). So, the aim of this research was to investigate the relationship between managers' spiritual leadership and innovation in municipal staff of Amol, Iran.

Materials and Methods

Research method was descriptive-correlation type. The statistical society was all of administrative staff of Amol municipal which included 727 individuals. According to Morgan table, 250 individuals were randomly selected. At the research implementation stage, after providing introductory explanations about the measuring tools and aim of conducting the research, examinees were fully informed about the method of answering the tests. In terms of ethical considerations, after receiving examinees' testimonials and providing necessary information, they were assured that the received information would only be used in this research and that information would be protected from all forms of abuse. Data was collected by use of three groups of question based on a total questionnaire. These questionnaires were set in three sections. First section was related to the performance of the spiritual leadership, second section was based on the Soltani's creativity questionnaire, and the third section was based on the organizational innovation questionnaire from the book of psychological tests (2010) (quoted by Moghimi et al., 2007). The face and content validity were used to determine the questionnaire validity.

After preparation the questionnaires, the face and content of them was confirmed by supervisor and advisor's comments. To ensure the validity of questionnaire, a sample size of 30 individuals were selected for experimental. The validity of questionnaire was calculated equal to 0.87 for spiritual leadership and 0.77 for creative by Cronbach Alpha which showed desirable validity of measurement tools.

Results

The results of Kolmogorov-Smirnoff test indicated normal data distribution ($p \geq 0.05$). Correlation was used to investigate the relationship between variables. Table 1 was showed the results. The results showed that there were significant and positive relationship among aspects of organizational outlook, Altruist love, faith, meaningful, membership, organizational commitment and performance feedback with municipal staff's creativity.

Table 1. Correlation among Research Variables.

		Performance feedback	Altruist love	Faith	Meaningful	Membership	Organizational commitment	Organizational outlook
Creativity	r	0.33	0.343	0.274	0.063	0.338	0.344	0.254
	p	0.00	0.000	0.000	0.459	0.000	0.000	0.000

Discussion and Conclusion

The aim of this research was investigating the relationship between manager's spiritual leadership and innovation in municipal staff of Amol, Iran. The results showed that apart from meaningful aspect there was significant and positive relationship between all aspects of managers' spiritual leadership with creativity in municipal staff of Amol. Research findings were aligned to the researches of Whi and muellaro (2006) and Ziyaee et al (2008). Regard to this findings, it could be said that spiritual leadership includes values, beliefs and behaviors which intrinsically motivates oneself and others. The base of this theory was spiritual intelligence and one of the main elements was love.

Also, individuals with spiritual leadership could reach to membership, commitment and culture that lead to a kind of spiritual survival for them. In fact, the spiritual leadership is end of faith, ethic and leadership approaches based on the values. In the other hand, the spiritual leadership could be described that spiritual leadership occurs when individual be in the leader's situation and be symbol of spiritual values such as honesty, truthfulness, reliability, and acclaimed. Spirituality has been posed in leadership and management of Islamic society from the past. It was mentioned as an essential principal to accept such position.

But, discussion about spirituality in work was considered as a new paradigm in management, especially in western society. Spirituality is one of the inner requirements of man that there is in hearts, minds and rituals, especially in religious rituals. Spirituality is an ontology concept that its goal is man and his evolution. Divine religions, including Islam has always come for evolution man and making spiritual the human life. Spirituality is about self-awareness and incorporation with others. Spirituality is a combination of main philosophy of our life and our values and our actions (Moghimi, 2001).

It should be noted that the concept of spirituality and religion in leadership are not synonymous in the west. Spirituality can be considered as an attempt to come closer to God and a feeling of connection to the living world. It means the religious couldn't include the spirituality. But also, it means that staff knows the religious as a concept that should follow it. They should use of spirituality in their personal life (Khaef Elahi, 2010).

Conflict of interest

The authors declare no conflict of interest

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