

## Research Paper

## The mediating role of citizenship behavior in the relationship between spiritual intelligence and organizational performance of Kermanshah University staff

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**Keywords:**

Citizenship Behavior, Spiritual Intelligence, Organizational Performance, University.

**Abstract****Introduction:** The overall purpose of this study was to provide a structural model of the mediating role of citizenship behavior in relation to spiritual intelligence with organizational performance of Kermanshah university staff.**research methodology:** The research method of the present study was descriptive-correlational. The statistical population included all employees of universities and educational institutions in Kermanshah province, including free universities, medical sciences, Payam-e-Noor, non-profit institutions and applied sciences (13718 people). The sample of the research based on Morgan table was 374 people using the sample method. -Random capture, were selected. The instruments of this study were the standard questionnaires of organizational performance of Hersey and Gold Smith (2009) and the Kink Spiritual Intelligence Questionnaire (2009) and Organ Citizenship Behavior (1988). The reliability of the instrument was obtained by Cronbach's alpha of 0.90, 0.82 and 0.77, respectively. After distributing the questionnaires among the samples and collecting; Data were analyzed using structural equation modeling.**Findings:** The result of the main hypothesis of the study showed that spiritual intelligence has a positive and significant relationship with organizational performance ( $\beta = 0.89$ ; T-value = 16.35) and this relationship also exists through citizenship behavior ( $\beta = 1.062$ ; T-value= 15.56; 19.22). In addition, the results showed that the effect of citizenship behavior on organizational performance was positive and significant ( $\beta = 1.18$ ; T-value = 19.22); The effect of spiritual intelligence on organizational behavior was positive and significant ( $\beta = 1.18$ ; T-value = 19.22).**Conclusion:** Focusing on spiritual intelligence and citizenship behavior in order to achieve organizational performance can lead to organizational success.

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## Extended Abstract

### Introduction:

Changes in the economic and social environments caused the traditional approach to research centers as the producers of knowledge and research to be revised and a new approach to be configured. In this approach, the researchers are more responsible for turning their research achievements into the factors of economic growth, prosperity and society wealth and should make more attempts to transfer and employ knowledge in economic, social and industrial areas so as to be interpreted as the commercialization of research results and accepted as one of the main missions and functions of researches besides the education. Commercialization of research results refers to a set of efforts aimed at raising capital and increasing the relationship between the academic and research sector and economic and social sector. The commercialization of academic science is a multifaceted, complex process with economic, political, legal, cultural, ideological and educational dimensions, many of which are examined.

### Context:

The Organizational Performance of research has expanded in recent decades as a new approach to academic research and natural science.

### Goal:

The goal of present study is The mediating role of citizenship behavior in the relationship between spiritual intelligence and organizational performance of Kermanshah University staff.

### Method:

The research method of the present study was descriptive-correlational. The statistical population included all employees of universities and educational institutions in Kermanshah province, including free universities, medical sciences, Payam-e-Noor, non-profit institutions and applied sciences (13718 people). The sample of the research based on Morgan table was 374 people using the sample method. -Random capture, were

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### Findings:

The result of the main hypothesis of the study showed that spiritual intelligence has a positive and significant relationship with organizational performance ( $\beta = 0.89$ ; T-value = 16.35) and this relationship also exists through citizenship behavior ( $\beta = 1.062$ ; T-value = 15.56; 19.22). In addition, the results showed that the effect of citizenship behavior on organizational performance was positive and significant ( $\beta = 1.18$ ; T-value = 19.22); The effect of spiritual intelligence on organizational behavior was positive and significant ( $\beta = 1.18$ ; T-value = 19.22).

### Results:

The results showed that organizational citizenship behavior can play a mediating role. Structural equation modeling shows that a positive and significant relationship between "spiritual intelligence" and "organizational performance" of employees of universities and educational institutions in Kermanshah province was mediated by organizational citizenship behavior; Therefore, the officials and managers of universities and educational institutions in Kermanshah province are advised to strengthen the four characteristics of "spiritual intelligence": 1- critical existential thinking, 2- production of personal meaning, 3- transcendent awareness, and 4- expansion of consciousness. First, to strengthen "organizational citizenship behavior" and in the next stage, by strengthening "organizational citizenship behavior", the organizational performance of educational staff of universities and educational institutions in Kermanshah province will be improved