

Predicting Organizational Vitality and Self-efficacy Based on Emotional Intelligence

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Abstract: This research aims to predict organizational vitality and self-efficacy based on emotional intelligence. From purpose viewpoint, it is basic, and from result viewpoint, it is correlational. Research population included women working in Tehran's municipality of District 9. A sample of 240 women was selected using targeted sampling. Data collection tools were Argyle and Lu organizational vitality questionnaire (1979), Sherer & Roger's self-efficacy questionnaire (1982), and Bar-on emotional quotient inventory (EQ-i). The results showed that emotional intelligence components can predict organizational vitality and self-efficacy in employed women.

Keywords: Organizational Vitality, Self-efficacy, Emotional Intelligence.

Introduction

Instinctively, human being avoids sorrow and moves towards happiness. The direct relationship between employees' vitality and organizations productivity has caused organizations to create happiness trainings for their employees to achieve more productivity and encourage them to be happy and transfer this vitality to their homes (Salarinahand, 2010). Self-efficacy is one of the factors affecting employees' organizational vitality. Bandura (2000) defines self-efficacy as "people's beliefs about their ability to perform tasks successfully". Emotional intelligence is another factor affecting organizational vitality. Emotional intelligence is a positive emotion on the field of psychology. Intelligence is a constant feeling in positive emotions, it refers to understanding the reality of life and it is significant (Amani & Hadian Hamedani, 2012). Based on the above-mentioned categories, this research seeks to predict organizational vitality by examining variables of self-efficacy, emotional intelligence and perceived social support.

Certainly, any country's development depends on the participation and cooperation of all its factors, especially human factors, among which women's participation in various economic, political and social activities is one of the important indicators of development. Globally, international organizations also pay special attention to women's status in different countries (Larrieta-Rubín, Velasco-Balmaseda, Fernández de Bobadilla, Alonso-Almeida & Intxaurburu-Clemente, 2015). In Iran, despite the increase in women's social and professional participation in recent years, employed women have been able to obtain appropriate share of administrative and managerial positions in public and private organizations and companies (Hasanpour, Hajipour & Hosseinian, 2014). Due to the increasing growth of educated women, especially in the upper ranks, the capabilities and facilities available to Iranian women are increasingly growing, and according to the condition of Iranian society (especially in developing society), talented and capable female employees are needed as one of the requirements of achieving development (Moghtadaei & Sabadat, 2018).

Due to many restrictions that exist in regard with obtaining administrative jobs for women as well as existing many problems while performing their responsibilities in the field of work and family, it is important to study

factors affecting work performance and their health in family and work climate (Hosseinpour et al. 2014). On the other hand, since organizations face many challenges in these days, organizational vitality is one of the strategic requirements of success for each organization in a long term, so that in the absence of happiness and satisfaction, the organization cannot be considered successful (Ghanbaritalab & Shekholeslami, 2015). Veenhoven considers happiness as the best indicator of life quality which indicates individuals' success along with physical and mental health (Moghtadaei & Sabadat, 2018). Following these studies, the concept of happiness and vitality is introduced as a necessity to improve life quality and working life of human beings (Hosseininesar & Shabafrouzan, 2016).

Generally, today, there is a lot of emphasis on investment methods in the field of positive psychology and its components, including happiness because it has many positive effects and potential benefits on health and can improve it (McHenry, Donovan & Egger, 2017).

In the past, happiness variable was examined in healthy populations of communities (Craner et al. 2017), but today, study of this important variable covers physical and psychological diseases. According to Veenhoven, happiness means how much one loves his life (Steptoei, 2019). In his definition, since happiness is evaluated mentally, there is no need for external standards to determine happiness level (Van der Have, Van der Aalst & Kaptein, 2014). Happiness can have many meanings, including life satisfaction, inner health, quality of life and mental health (Bansilal et al. 2016). On the other hand, researchers have argued that this category that individuals or nations have experienced and permit to express positive emotions depend on issues such as social relationships, working or unemployment, leisure, money, social class, culture, personality, life satisfaction, age, gender, health, social support and the like. According to Argyle, the general conditions of human life affect a sense of happiness (Argyle (1995), qtd by Lesani, Zehnimoghadam, Sharafi, Javadi & Alimoradi, 2017). Self-efficacy is one of the factors affecting people's happiness (Mihali, 2016). The extent to which a person believes in his abilities to cope with certain situations depends on his self-efficacy. People with self-efficacy are active individuals who are able to self-regulate and regulate their behaviors, not passive ones who are restrained by unknown environmental forces or internal impulses (Ro & Chen, 2015). They actively are engaged in their own development and can control events with the help of their behaviors. According to Bandura, self-efficacy strengthens motivation and cognitive resources, and it is a factor for controlling environmental events (Shojazadeh, 2016).

Belief in self-efficacy is the basis for motivation, well-being and individual achievements in all areas of life, including work climate (Simarasl et al. 2014). Self-efficacy determines whether a behavior will be shown or not, and if it is shown, how much the person will challenge to do it, and how much he will resist in the face of problem (Tahmasban & Anari, 2013). Self-efficacy indicates the ability to work successfully in the future (Mirkamali & Hosseini, 2009).

Emotional intelligence is another variable affecting mental health and vitality of employed women (Ciarrochi, Deane & Anderson, 2012). In general, intelligence makes a person adapt to the environment and provides him with ways to deal with problems and difficulties. Also, the ability to recognize the problem, offering solutions to various problems in life and discovering effective ways to solve problems are among characteristics of intelligent people (Desceloirs, 2010). One dimension of intelligence is emotional intelligence first introduced by Goleman. Emotional intelligence is associated with understanding oneself and others, communicating with others, adapting to the environment which is necessary to succeed in meeting social demands and is considered as a tactical ability in individual performance (Eaker, Sullivan, Kelly-Haye, DiAagostino & Benjamin, 2017). Emotional intelligence makes it possible to predict success because it shows how a person immediately applies his knowledge in different situations. In other words, emotional intelligence refers to individual differences in perception, processing, regulation and using emotional information. This cognitive construct has four components of evaluating and expressing self-emotion, evaluating and recognizing others' emotion, emotional self-regulating and applying emotion to facilitate performance (Haghshenas, Chamani & Firouzabadi, 2011). It seems that each of the mentioned psychological variables can affect vitality and self-efficacy in women working in municipality of District 9 in Tehran.

Based on what was said, the significance of the research relates to scientific importance (knowledge), socio-cultural importance and economic importance. When reviewing the background of research conducted in Iran, no research was found examining women's vitality and self-efficacy based on emotional intelligence patterns. Despite the fact that many studies have been done, including Amani & Hadian Hamedani (2012) and Simarasl et al. (2014), but today there is no research on emotional intelligence, organizational vitality and self-efficacy simultaneously. Based on these research justifications, this research is of great importance. In fact, contradictory findings are not enough in this regard. However, the results of this research can help country's officials and planners to prevent, control potential harms against women's advancement and increase their psychological well-being. Human source has a fundamental and decisive role in the process of cultural, social and economic growth and development of societies. Today, experts believe that one of the important reasons of developing advanced countries is the attention and effort of their governments in training creative and effective human force, and conducting research in this field can be important step in the field of public health. Regarding very

harmful effects of psychological disorders and high level of financial costs imposed on patients, their families and society, efforts to prevent such disorders have always been of interest to many researchers. According to the results of this study, psychological interventions along with training programs are included to control and reduce harmful personality and psychological traits in employed women as important forces in the country. Hence, the results of this study can be helpful for officials and planners in the country to prevent psychological diseases and reduce damages caused by high costs of treatment. Finally, it will be found out to what extent these variables are related to each other and are necessary in life. Also, a new step can be taken to create new ideas for future researchers, both academic and non-academic by conducting this research.

According to theoretical and research framework and research purpose, the researcher intends to answer the question that to what extent emotional intelligence can predict organizational vitality and self-efficacy components in women working in Tehran's municipality of District 9.

Hasanpour investigated the relationship between self-efficacy and employees' job performance. This research showed that there is a direct and significant relationship between self-efficacy and employees' job performance. Hence, study and application of appropriate methods to increase self-efficacy can improve employees' job performance.

In research with the title of Comparing early maladaptive schemes, emotional intelligence and social adjustment of adolescents with high-risk behaviors and normal adolescents, Qasemi (2017) concluded that due to research findings, it seems that tendency to high-risk behaviors can negatively affect schemes, emotional intelligence and social adjustment of adolescents.

In a research, Peymanfar (2016) investigated the effect of different levels of emotional intelligence on the sense of meaning in life and feeling of loneliness and vitality. The research results showed that different levels of emotional intelligence have various effects on positive feeling in life, and people with high levels of emotional intelligence experience more positive feelings and vitality in life and have higher quality of life.

In a research, Wud et al. (2019) showed that higher emotional intelligence has a positive relationship with a higher level of self-efficacy, and increased emotional intelligence significantly improves self-efficacy and teachers' performance.

In a research, Vernon et al. (2018) investigated the relationship between organizational vitality and personality due to biological basis of this relationship. The results of this research are consistent with previous findings on the correlation between organizational vitality and emotional well-being of social support.

Jennifer & Burnt (2017) conducted a research on social investment and personality using meta-analysis of the relationship between personality traits and investment in work, family, emotional intelligence and volunteering. The results of this research showed that investing on social roles in the field of work, family, emotional intelligence and volunteering has a positive relationship with agreement, conscience, emotional stability and low levels of psychosis.

In a research, Backer & Aslani (2017) showed that there is a positive and significant relationship between happiness and job satisfaction in employed women.

Chacon (2017) suggests that teachers with higher self-efficacy are better able to manage and solve classroom problems. High self-efficacy in teachers also improves learners' efficiency and their participation in classroom activities and their efforts to deal with problems.

In a research with the title of the relationship between personality schemas and self-concept and emotional intelligence among cancer patients in Turkey hospitals, Deivis (2016) concluded that there is a significant and negative relationship between dependency/inefficiency schemes, failure and emotional deprivation with self-concept. Also, there is a positive and significant relationship between self-concept and emotional intelligence. Also, dependency/inefficiency schemes, acceptance/attention schemes and self-concept can predict emotional intelligence.

Lebwotiz & Diaz (2016) reported in their research that organizational vitality is associated with reducing symptoms such as depression and anxiety and improving the life quality of patients with chronic condition. They concluded that people with high organizational vitality enjoy high psychological well-being, and they use jokes as a means to overcome their negative emotions and perception.

Martin & Denise (2014) also concluded in their research that people with high levels of organizational vitality show high levels of positive emotion in response to positive events in life. In addition, when people with organizational vitality are exposed to negative events, they try to maintain their positive emotions, while people with low levels of vitality show a low level of positive emotions.

Research method

This research aims to predict organizational vitality and self-efficacy based on emotional intelligence in employed women. From purpose viewpoint, it is basic, and from result viewpoint, it is correlational. Research population included women working in Tehran's municipality of District 9 in 2019 from May to September.

Since the minimum sample size is calculated based on Krejcie and Morgan table (Klein, 2010), a number of 240 women were selected as sample according to the number of parameters of this model and also due to increase in statistical power and manager possible dropout in participants. Sampling was targeted and voluntarily.

Research tools

A. Organizational vitality questionnaire

This questionnaire was developed by Argyle and Lu in 1989 with 29 questions and 5 areas of life satisfaction, self-esteem, subjective well-being, happiness and positive mood.

B. Self-efficacy questionnaire

The general self-efficacy questionnaire is a self-report questionnaire used to measure self-efficacy. This scale was developed by Sherer, Maddux, Mercadante, Prentice-Dunn, Jacobs & Rogers (1982) for two purposes: A. to provide a tool for future research, B. to provide a tool for determining different levels of individuals' self-efficacy.

C. Bar-on emotional quotient inventory (EQ-i).

Bar-on emotional quotient inventory (EQ-i) was first developed in 1980 by the question of why some people are more successful in life than others. In this year, the author presented the concept and definition of non-cognitive intelligence (Bar-on), and the first emotional intelligence scale was created after 17 years of research. His emotional intelligence scale has five items or aspects, including intrapersonal skills, coping with pressure, adaptation and job creation, and fifteen subscales.

Demographic information

67% of employed women were married and 33% were single. 27% of subjects were younger than 28, 38% between 28 and 40, and 35% were 40 and higher. 12% of subjects have diploma and associate degree, 48% bachelor's and 40% hold master's and higher.

Marital status	Percent
Married	67
Single	33

Age	Percent
Lower than 28	27
Between 28-40	38
40 and higher	35
Education	Percent
Diploma & Associate degree	12
B.A.	48
M.A.	40

Research findings

Research tools consist of descriptive statistics including mean, standard deviation, minimum, maximum, and skewness.

Table 1. Summary of descriptive statistics

Group	Index	Mean	Standard deviation	Minimum	Maximum	Skewness
Marital status	Married	۳۴.۷۳	۰.۹	۴۲	۱۶۱	0.58
	Single	۷۴.۰۳	۹۷.۹	۳۰	۷۹	0.42
Age	Lower than 28	۰۱.۴۰	۷۹.۱۰	۳۲	۶۰	0.003
	Between 28-40	۹۶.۷۸	۷۱.۱۷	۳۶	۹۱	0.000
	40 and higher	۸۸.۰۲	۶۴.۱۲	۳۰	۸۴	0.000
Education	Diploma & associate degree	۳۰.۲۳	۰.۴۹	۳۰	۲۹	0.003
	B.A.	۲۳.۸۲	۰۴.۱۲	۴۶	۱۱۰	0.000
	M.A.& higher	۹۷.۰۲	۸۸.۱۰	۳۹	۹۶	0.000

As it is shown, in sample groups in terms of marital status, the mean of married group (73.34) is more than the mean of single group (53.74). In terms of age, the highest mean (78.96) relates to women between 28-40; women lower than 28 years of old with a mean of (45.01), and women with 40 and higher with a mean of (52.88) are in the next ranks. In terms of education, women with bachelor's degree with a mean of 82.23 are higher than those with diploma, associate and master's degree.

Table 2. Statistical analysis of first hypothesis of research

Variables	Pearson coefficient	Error (α)	Sig.
Emotional intelligence	0.357	0.05	0.000
Organizational vitality	0.249	0.05	0.000
Self-efficacy	0.507	0.05	0.000

Since significance value is significant at the error level of 0.05 ($\text{sig}=0.000 < \alpha= 0.05$), at 95% confidence level, it was concluded that there is a linear relationship among all research variables.

Table 3. Summary of regression model

R ² (Coefficient of determination)	R (correlation among variables)
0.237	0.468

As can be seen, the correlation between research variables is equal to 0.468, indicating an average correlation between research variables. Also, according to coefficient of determination, it is concluded that independent variables account for 0.23 of dependent variable changes (organizational vitality), and the rest relates to other components which have not been studied in this research.

Table 4. Regression coefficients

Model	Sig	t	Standard coefficients	Non-standardized coefficients	
			Beta	Standard error	B
Constant value	۰.۰۰۰	۳۴۶.۲		۱۴۳.۰	۳۳۶.۱
Intrapersonal skills	۰.۰۰۰	۰.۹۰.۱	۲.۰۰.۰	۰.۶۳.۰	۳۰۷.۰
Coping with pressure	۰.۰۰۰	۰.۰۹.۱۹	۸۹۴.۰	۰.۴۸.۰	۹۳۷.۰
Adaptation and job creation	۱۲۸.۰	۰۲۷.۰	۰.۰۷.۰	۰.۳۰.۰	۰.۰۴.۰

As shown on Table 4, given the sig. value, it is concluded that emotional intelligence components (intrapersonal skills and coping with pressure) remain in the regression model, and adaptation and job creation are excluded from the model. The research hypothesis is confirmed at 95% confidence level. It is also concluded that emotional intelligence components can predict employed women's organizational vitality. Due to the beta value, coping with pressure has a greater role in predicting employed women's organizational vitality.

Table 5. Summary of regression model

R² (Coefficient of determination)	R (correlation among variables)
0.037	0.192

As can be seen, the correlation between research variables is equal to 0.192, indicating a weak correlation between research variables. Also, according to coefficient of determination, it is concluded that independent variables account for 0.037 of dependent variable changes (self-efficacy), and the rest relates to other components which have not been studied in this research.

Table 6. Regression coefficients

Model	Sig	T	Standard coefficients	Non-standardized coefficients	
			Beta	Standard error	B
Constant value	•••••	972.7		388.0	700.2
Intrapersonal skills	719.0	36.0	136.0	160.0	•60.0
Coping with pressure	•••••	336.1	424.0	120.0	168.0
Adaptation and job creation	•36.0	918.0	•70.0	•92.0	•80.0

As shown on Table 6, given the sig. value, it is concluded that emotional intelligence components (adaptation & job creation and coping with pressure) remain in the regression model, and intrapersonal skills are excluded from the model. The research hypothesis is confirmed at 95% confidence level. It is also concluded that emotional intelligence components can predict employed women's self-efficacy. Due to the beta value, coping with pressure has a greater role in predicting employed women's self-efficacy.

Conclusion

The data analysis shows that emotional intelligence components are able to predict organizational vitality and self-efficacy in employed women. This result is consistent with findings of Hasanpour (2018), Peymanfar (2016), Hajaghazadeh et al. (2015), Wu et al. (2019), Chacon (2017) and Davis (2016). In explaining this hypothesis, today due to the fact that people spend most of their time in organizations, if there is a lively working climate, they can benefit from it (Wu et al. 2019). It was concluded that there is a positive relationship between higher emotional intelligence and a higher level of self-efficacy. The higher emotional intelligence, the higher self-efficacy, and the better teachers' performance. In this regard, it can be said that the higher the emotion regulation, emotion evaluation, social skills and use of emotions in employed women, the higher their self-efficacy. In explaining this result, it can be said that personal ability for self-efficacy and coherent performance depends on emotional and logical capabilities. Emotional abilities are effective not only in social skills but in individual experiences. In fact, some researchers acknowledge that self-awareness and inner life of a person are significantly characterized by emotional experiences, and ultimately leads to women's organizational vitality. There are several potential limitations that should be considered in the present study. In fact, certain limitations must be considered, including defining measured constructs, sampling method and self-reporting. Some limitations are as follows:

- The research scope was women working in Tehran's municipality of District 9.
- Not all variables that predict women's organizational vitality and self-efficacy have been considered in this study, but variables stated in the research. hence, there are such limitations that may influence the results.

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