

العلاقة بين الذكاء الشعوري واستراتيجيات التغيير المخطط  
(دراسة تطبيقية في جامعة الكوفة)

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(66) ( )  
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(ECI) (Goleman)  
(Pearson)

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(Goleman,1998)

(ECI)

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(Likert)

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(Likert)

(1990)

. (Brust,2001:2)

(%20) (Goleman,1996:34)

(Emotional Quotient) EQ  
(Emotional Intelligence)  
( IQ) ( EQ )

. (Goleman,1996:44)  
(1995) ( Goleman )

(1997) (Mayer & Salovey) (Goleman,1995:160)

(Mayer & Salovey,1997:4)

(1997) (Bar-on)

. (Bar-on,1997:14)

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(Mayer & Salovey,1997)  
(1997) (Mayer & Salovey)

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( (1997) (Bar-on) (Bar-on,1997) - )

(1998) (Goleman,1998) - (Daniel Goleman) (1995) . (

-: (Stys & Brown,2004:11) ( 61-64 : 2004 )

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(Bennie)

(Skibbines,1974:48) "

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-( Robertson&Porras,1993:619-622 )

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( Kurt Lewin )

-( French&Bell,1996:156) (Gareth,95:270)

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-: (jones,1995:275-271) ( - ) -

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Source: Gareth R. Jones, organizational Theory: Text and Cases, Massachusetts, Addison-Wesley publishing co., 1995, p.271

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 0.9084 =  
 0.8344 =  
 0.7661 =  
 0.8920 =

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0.7644 = - -  
0.9223 = -  
0.8312 = -

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(0.75)

. (Allyn etal,2006:45)

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(2)

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(0.88)  
 . (0.35)  
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 (3.02) (Likert)  
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 (0.99) . ( ) ( )  
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 (3.6)  
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 (2)

(n=66)

0.29	1.03	3.6	
0.37	0.96	2.6	
0.32	1.10	3.4	
0.35	0.88	2.5	
0.33	0.99	3.02	

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 (3)  
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 (0.87) . ( )  
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 (2.8)  
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(1.01) . ( )  
. (0.36)

(3)

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(1.9)

(4.1)

(3)

(n=66)

0.21	0.87	4.1	-
0.36	1.01	2.8	
0.38	0.73	1.9	

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0.211*	0.188*	(0.456**)	
0.612**	0.143	(0.160)	
0.529**	0.431**	(0.444**)	
0.241*	0.191*	(0.228*)	
0.301**	0.197*	(0.251*)	

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(%5)

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