Evaluation of the eight intelligences, and its relationship with organizational commitment: the case study of Islamic Azad University of Kermanshah province

B. Saeidipour\textsuperscript{a,b}, G.M. Moradi\textsuperscript{b}
\textsuperscript{a}Department of Educational Sciences, Kermanshah branch, Islamic Azad University, Kermanshah, Iran.\textsuperscript{b}Department of Sociology, Eslamabad -e-Gharb Branch, Islamic Azad University, Eslamabad -e-Gharb, Iran.

\textsuperscript{*}Corresponding author; Department of Educational Sciences, Kermanshah branch, Islamic Azad University, Kermanshah, Iran.

ARTICLE INFO

Article history,
Received 04 April 2014
Accepted 22 April 2014
Available online 28 April 2014

Keywords,
Organizational commitment
Eighteen intelligence eight
Azad university
Staff

ABSTRACT

Organizational commitment is an attitude. It is a mental state, which indicates a desire, need and obligation to continue employment in an organization. Interests and desires of the heart’s desire to continue to serve the organization and the individual’s need for investment in the organization, and have continued to serve in it, and the religious obligation, responsibility or duty that the person is the finds himself obliged to stay another vision, commitment and a sense of belonging and attachment to the organization. The current study aimed to determine the relationship of eight intelligence and organizational commitment among employees of Azad university Kermanshah region, to conduct research, 256 people, the staff, simple random sampling, selection and testing of the eight intelligences Gardner Allen test organizational commitment and Meyer will run on it. After data collection, the research hypotheses using SPSS21 software and Amos21 assessed and evaluated. For the reliability study, Alfa Cronbach coefficient for the validity of face validity and construct validity using factor analysis were used. Pearson correlation methods, and analysis of variance for testing hypotheses, regression techniques and structural equation model was used for evaluation. The results show that, between the two variables (multiple intelligences and levels of employee engagement), there is a significant relationship. The relationship with the 0.19 level at least 0.95 is acceptable. Results of structural equation models and
measurements show that the fit is appropriate. The theoretical model developed in the exogenous variables and the latent variables, such as multiple intelligences, as exogenous variables and organizational commitment variables as endogenous latent variables were defined. The chi-square as a bad indicator fitted with 82.147 was calculated. (RMSEA), equal to 0.060, goodness of fit index (CFI) against 0.981, and adjusted goodness of fit index (PCFI) versus 0.678, we can conclude that, when data were largely modeled measuring the structural supports.

© 2014 Sjournals. All rights reserved.

1. Introduction

One of the most important issues in organization and management, organizational commitment is discussed. Commitment, perhaps through a special selection of employees, visitors, job training and social reasoning is promoted by the organization, or to advance. Recent research shows that organizational commitment is often a good predictor; the tendency is to stay on the job (Walker, 2009). Also, research shows that employees with high commitment may be, than those who are less committed, have better performance, and ultimately may have committed a good indicator to show the effectiveness and efficiency of an organization (Pitts, 2010). Due to this importance, on the one hand, in a society that requires managers and employees of educational institutions act responsibly and fairly, and their behavior with the aim to adhere to a set of principles and criteria (Walker, 2009) on the other hand, a necessary condition for achieving educational goals, there are human resources, particularly staff, in addition to having the ability and skills specific to the job and your organization have a sense of loyalty. One thing that could play a role in the fluctuations of organizational commitment, knowledge and performance of multiple intelligences. The old psychology, mental strength and intelligence, coupled with sensitivity and will match or a series of reactions and all aspects of mental life was over. Further studies are often subjective level is generally considered to be called intelligence. After that, the so-called general intelligence factor in determining the public, which is shared between all mental operations, is used (or the g factor of innate cognitive activities Brett). Thus, a different intelligence, organizations and individuals can adapt to organizational performance, it is very effective. How many employees have musical intelligence, but its organizational, logical mathematical intelligence people, which results in lower performance, interest in work, organizational commitment, and ultimately lower response rate them, looking has had. There are many reasons that people and their commitment to the organization, and the role of multiple intelligences in the importance given to the following issues are presented: organizational commitment of employees by loyalty to the organization is obtained (Zarei Matin, 1996), employee commitment, better health and greater longevity (a Mirkamaly and others, 1996). Gardner offered new viewpoint different from previous theories, which were quickly accepted by many organizations. Gardner doing extensive research, biological, and cultural issues related to mental processes, seven types of intelligence proposed [ eight types were changed in subsequent studies (Harvey, translated of Saeidipoor 1999) ], the traditional view of intelligence, which is based on mathematical and linguistic abilities are different. Gardner in 1999, two other types of intelligence, the naturalist intelligence and wit raised are oriented (Sharifi, 2005). According to Gardner’s theory, types of intelligence, rather than independent, and can be used in different ways by different people and cultures developed, and merge. Gardner’s theory, individual differences in the learning process is concerned, and based on this development, not measure intelligence in general, and considers it to be part of the measure "(Motalebzadeh et al., 2009). He believes that all humans are different types of intelligence, including intelligence, logical - mathematical intelligence, linguistic - verbal intelligence, visual - spatial intelligence, musical intelligence, bodily - the intelligence, interpersonal intelligence, intrapersonal intelligence naturalist. She has expressed any indication of intelligence, is a set of abilities that are relevant to solving problems and fostering cultural benefits (Sepehr Poor, 2006). Therefore, research in this area imply that, in the context of cultural and social - should be done in our country, so, to clarify the relationship and effect of multiple intelligences, and organizational commitment at the university level can, in adopting the appropriate, in order to achieve better organizational
goals, thus identifying intelligence, and commitment of employees can, as a basis for solving some of the problems, as well as further research should be. Accordingly, this question may be that, in Islamic Azad University of Kermanshah province, whose managers in social and cultural development, as well as maintaining the ideals of higher education, many efforts have been recognized and the use of intelligence multiple, in the context of the text, to what extent can lead to increased organizational commitment of its employees, universities, and other words, the relationship between the components of multiple intelligence (BI logical - mathematical intelligence, linguistic - verbal, intelligence, visual - spatial intelligence, musical intelligence, bodily - motor, interpersonal intelligence, intrapersonal intelligence, and naturalist intelligence), a component of organizational commitment (affective, continuance and homework), separately correlation exist? The overall objective of this study was to evaluate the eight intelligences, and its relationship with organizational commitment, Islamic Azad University of Kermanshah province is. Minor objectives of this research, the following questions arise:

Multiple intelligence personnel, what are the dimensions?
Levels of organizational commitment, what are the dimensions?
Components of the multiple intelligence (BI logical - mathematical intelligence, linguistic-verbal intelligence, visual - spatial intelligence, musical intelligence, bodily-motor, interpersonal intelligence, intrapersonal intelligence, and naturalist intelligence), commitment (affective, continuance and duties) are there?
The education level of employees and organizational commitment are there?
Are you between the ages of employees and organizational commitment and the relationship there?
Whether married or single between organizational commitment, there is a significant difference?
Whether the level of organizational commitment of men and women, there was a significant difference?
Whether the level of organizational commitment, a formal service at the trial, there was a significant difference?

2. Background research

The results show that, the method of multiple intelligences teaching based on student achievement (Haji Hossein Nejad and Baleghi Zadeh, 2002), subject content (Pashasharifi, 2005), intelligence and organizational commitment (Shaqoli, 1999; Parnian, 1999, Ranjbarian, 1996), academic success and continuity of the educational process (Koksal, 2008), reading comprehension and thinking skills level (Gaines and Lehmann, 2002), improved teaching strategies based on multiple intelligences (Hing King, 2004), teaching patterns based on multiple Intelligences (harassment, 2006), to support and strengthen the management of multiple intelligences at work (Gil, 2012), improving knowledge through collective learning, technology use in teaching, synchronization and Classification language, and the correct assessment of the facts (Wilson, 2004) and high-level thinking and comprehension skills (Albert, 1997) increased.

2.1. The theoretical framework

Gardner offered a perspective different from previous theories, which quickly accepted by many educational planners. Gardner doing extensive research about the biological and cultural issues related to mental processes, seven types of intelligence suggests that the traditional view of intelligence, which is based on mathematical and linguistic abilities are different (marnat, 2003; quoted Sharifi, 2005). The seven types of intelligence are as follows:

Mathematical intelligence (the ability to detect patterns, reason deductively and think logically), verbal intelligence (sensitivity to spoken and written language, and the ability to use words and language), visual spatial intelligence (the ability to solve problems through manipulate and create mental images, and thinking through visualization), musical intelligence (the ability to recognize the songs, and enjoy the music), a movement of physical intelligence (the ability to control body movements, working skillfully with objects, using all or part of the body to solve problems or product), interpersonal intelligence (ability to understand the intentions, motivations and feelings of others, and relationship building skills) and intrapersonal intelligence (self-awareness talented person, understanding emotions, fears and self-motivated) is. These individuals strive to inner feelings, dreams, relationships with others, and to understand their strengths and weaknesses. Gardner, two other types of intelligence, the intelligence of naturalism, and Existential intelligence posed. Intelligence naturalism makes the person able to understand the phenomena of nature, it is categorized. These individuals, members of the species that are dangerous to the diagnosis and appropriate way to categorize new or unknown organisms. Biologists and botanists, have a high level of intelligence. Being oriented intelligence, sensitivity and talent for engaging with
deep questions about human existence, such as the mystery of life, the meaning of life and death and life of the people and why rise are is. Although many people have stated that their intelligence is gradually reduced with increasing age, but research has shown that while fluid intelligence, will decline after adolescence, crystallized intelligence, as well as during adulthood increases. Fluid intelligence and crystallized intelligence is? Katel Psychologist concept of fluid intelligence and crystallized intelligence is presented, and then collaborated with Horne, a theory put forward in this case. Theory of fluid and crystallized intelligence Katl - Horn says that intelligence is composed of a number of different abilities that interact and work together to create an overall intelligence.

3. Research methodology

The general approach of this study, according to the quantitative approach and analytical - descriptive of the survey. Because of this, we have two variables, for data collection, the following questionnaires were used: a - Inventory Howard Gardner and B - Organizational Commitment Questionnaire

For the first variable, ie assessing the eight intelligences, Howard Gardner questionnaire (the validity) will be used. Grading of Multiple Intelligences Questionnaire responses may be in response to each item rarely, sometimes, often and always. Positive and negative items are graded. 1 = rarely, 2 = sometimes, 3 = often, 4= always. To measure organizational commitment, organizational commitment questionnaire by Moody, Estirez and Porter, built in 1979. The questionnaire consists of three components: 1 - a strong instinct for survival member in a particular organization, which is known as affective commitment. 2 - Very much willing to work for an organization with a commitment assignment, is considered. 3 - Strong beliefs in accepting the values and goals of the organization, which is expressed as an ongoing commitment. Notably, the minimum possible score of zero for this variable, and the maximum is 90. High scores indicate a greater commitment to the organization. Grading Scale organizational commitment: organizational commitment scale consists of 15 items, and a 5 -degree scale from completely disagree to completely agree on, is evaluated. The scoring of positive items are fully disagree = 1, disagree = 2, neutral = 3, agree = 4 and strongly disagree = 5. Populations in this study are all workers of Islamic Azad University, Kermanshah Province. Appropriate sampling method for this study is simple random. Based on this sampling, the entire list of students identified (the Education Department was received), and the chance to draw 400 participants were selected for the study.

3.1. Presentation and analysis of data

After the end of data collection, surveys, extraction, and then was transferred to the computer, and then using the statistical software package for social sciences, have been analyzed. The sample of 256 patients included in the study, 55.9 males and 44.1 percent women, 95 respondents were single, 161 were married. Also 6.3 of a degree, 11.70percent Diploma, 54.7 of an Associate, 22.3 percent of undergraduate and fifth percent have master degree. The mean age of the study population, equal to 34.433 years, the average rate of use of mass media to meet the 8.23 hours a day, and the average monthly income for participants versus 745657.62 is Rs. The mean IQ score eight, the next logical intelligence, verbal versus 33.206, the next logical mathematical intelligence equal to 33.921, in spatial intelligence than the 33.016, on the motion of physical intelligence than 31.139, in the musical intelligence equal to 34.066, in the interpersonal Intelligence vs. 32.1.35, in the interpersonal Intelligence vs. 35.86, and on the after -oriented nature of intelligence against the 33.67 is.

Internal consistency coefficient (Cronbach’s alpha) for the subscales of reasonable intelligence - Math 0.87 sub- scale linguistic intelligences - verbal 0.75, small scale visual intelligence - a space equal to 0.67, musical intelligence subscales vs. 0.63, intelligence subscales movement - a movement to 0.67, interpersonal intelligence subscales 0.64 and subscale interpersonal Intelligence, intelligence oriented nature, which later became known as the 0.75 is. The mean score of organizational commitment for the subjects to 45.404 is the score compared to the range (0 to 60), the upper limit is relatively modest and indicate organizational commitment among employees. The first indicator of organizational commitment in this study, affective commitment is the average score for the following subjects versus 17.200 is the score compared to the range (0 to 16), the upper limit. The second indicator of organizational commitment in this study, the withholding obligation, the mean score for the study population was 16.566 which is compared to the range of scores (0 to 16) is too high, and showed a high task commitment among employees. The third indicator, the continuous commitment of the table, the average score for the subjects, the 11.638 is the score compared to the range (0 to 16) is low, indicating a low ongoing commitment.
between staff and respondents. Table 1 Pearson correlation coefficient matrix between the three dimensions of organizational commitment, and different aspects of intelligence, the eight -show. Indicates that this variable between organizational commitment and the emotional and multiple intelligences, in various aspects, there is no significant relationship. The correlation coefficient for this variable, verbal -linguistic intelligence equal to 0.080, logical mathematical intelligence is equal to 0.11, visual spatial intelligence, 0.17, musical intelligence, 0.13, intelligence, mobility, equal to 0.05, interpersonal intelligence is equal to 0.21, interpersonal Intelligence, 0.15 and intelligence oriented nature, equal to 0.03, indicating no significant relationship between two variables in some aspects, and a significant relationship between some aspects of the two this variable is. Other variables in the table, the level of organizational commitment on the obligation accountability. The results show that, between organizational commitment on the obligation, and multiple intelligences, in various aspects, there is a significant relationship for some, and for some there is no significant relationship between the dimensions. The correlation coefficient for this variable, verbal -linguistic intelligence equal to 0.08, logical mathematical intelligence, 0.16, visual spatial intelligence, 0/15, musical intelligence, 0.14, intelligence, mobility, equal 0.13, interpersonal intelligence, 0.20, interpersonal Intelligence, equal to 0.04 and intelligence oriented nature, against 0.022 indicated no significant relationship between two variables in some aspects, and some aspects of the relationship between the two this variable, respectively. Another variable in this table is consistent with organizational commitment dimension. The results show that between organizational commitment in the continuous, multiple intelligences, in various aspects, there is a significant relationship. The correlation coefficient for this variable, verbal -linguistic intelligence equal to 0.007, logical mathematical intelligence is equal to 0.042, visual spatial intelligence, equal to 0.064, musical intelligence, 0.17, intelligence, mobility, equal 0.042, interpersonal intelligence, equal to 0.006, interpersonal Intelligence, equal to 0.057 and intelligence oriented nature, against 0.057, indicating a positive correlation between the two variables, some of the variables in the table of results above, could be observed.

<table>
<thead>
<tr>
<th>Significant</th>
<th>Solidarity</th>
<th>Solidarity</th>
<th>Significant</th>
<th>Solidarity</th>
<th>Solidarity</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.65</td>
<td>0.059</td>
<td>Emotional commitment</td>
<td>0.865</td>
<td>0.080</td>
<td>Emotional commitment</td>
</tr>
<tr>
<td>0.036</td>
<td>0.131</td>
<td>Withholding obligation</td>
<td>0.58</td>
<td>0.080</td>
<td>Withholding obligation</td>
</tr>
<tr>
<td>0.234</td>
<td>0.042</td>
<td>Continuous commitment</td>
<td>0.9878</td>
<td>0.007</td>
<td>Continuous commitment</td>
</tr>
<tr>
<td>0.000</td>
<td>0.219</td>
<td>Emotional commitment</td>
<td>0.05</td>
<td>0.119</td>
<td>Emotional commitment</td>
</tr>
<tr>
<td>0.000</td>
<td>0.207</td>
<td>Withholding obligation</td>
<td>0.007</td>
<td>0.167</td>
<td>Withholding obligation</td>
</tr>
<tr>
<td>0.333</td>
<td>0.006</td>
<td>Continuous commitment</td>
<td>0.877</td>
<td>0.042</td>
<td>Continuous commitment</td>
</tr>
<tr>
<td>0.011</td>
<td>0.159</td>
<td>Emotional commitment</td>
<td>0.005</td>
<td>0.174</td>
<td>Emotional commitment</td>
</tr>
<tr>
<td>0.132</td>
<td>0.042</td>
<td>Withholding obligation</td>
<td>0.011</td>
<td>0.159</td>
<td>Withholding obligation</td>
</tr>
<tr>
<td>0.131</td>
<td>0.057</td>
<td>Continuous commitment</td>
<td>0.125</td>
<td>0.064</td>
<td>Continuous commitment</td>
</tr>
<tr>
<td>0.123</td>
<td>0.032</td>
<td>Emotional commitment</td>
<td>0.036</td>
<td>0.131</td>
<td>Emotional commitment</td>
</tr>
<tr>
<td>0.5239</td>
<td>0.022</td>
<td>Withholding obligation</td>
<td>0.024</td>
<td>0.141</td>
<td>Withholding obligation</td>
</tr>
<tr>
<td>0.234</td>
<td>0.057</td>
<td>Continuous commitment</td>
<td>0.004</td>
<td>0.178</td>
<td>Continuous commitment</td>
</tr>
</tbody>
</table>

3.2. Structural equation modeling
Analysis of statistical data for the model in this study to be done by software SPSS 21 and Amos 21. Data analysis showed that the BI eight employees, using a second-order eight-factor model, was measured. Accordingly, each of the eight dimensions of intelligence as a construct or latent variables were defined, and eight fundamental factors that, in turn, represent the eight intelligence, the hidden structures and dependent on model were measured. Second-order factor model fit measures eight intelligences, suggesting that the measurement model, the fit is appropriate. The chi-square, non-significant, CMIN vs. 1196/32, of the square root of variance estimation error of approximation, equal to 0.052, index, RMR or root mean squared residuals, equal to 0/497 ratio chi-square to degrees of freedom CMIN / DF equal to 1/676, and the comparative fit index CFI, comparative fit index thrifty PCFI, respectively 0/808 and 0/497 is.

<table>
<thead>
<tr>
<th>Indicators</th>
<th>Index</th>
<th>Persian equivalent of Model</th>
<th>Model</th>
</tr>
</thead>
<tbody>
<tr>
<td>Absolute</td>
<td>Chi-Square</td>
<td>The chi-square</td>
<td>1196.32</td>
</tr>
<tr>
<td></td>
<td>P-value</td>
<td>Significance level</td>
<td>0.000</td>
</tr>
<tr>
<td>Relative</td>
<td>RMSEA</td>
<td>The square root of the residual mean square</td>
<td>0.052</td>
</tr>
<tr>
<td></td>
<td>CMIN/DF</td>
<td>Chi-square relative to the degrees of freedom</td>
<td>1.676</td>
</tr>
<tr>
<td>Comparative</td>
<td>CFI</td>
<td>Comparative fit index</td>
<td>0.808</td>
</tr>
<tr>
<td>Thrifty</td>
<td>PCFI</td>
<td>Comparative fit index thrifty</td>
<td>0.739</td>
</tr>
</tbody>
</table>

Overall, the fit indices show that the model measured in the present study are in acceptable condition. In interpreting the estimates of individual parameters also need the CR, The calculation of the estimated value of non-standard parameter to standard error (SE), calculated for the same parameters is obtained, indicating that the null hypothesis is rejected, the value of this parameter is equal to zero.

Model 3 second measurement model corrected for multiple intelligences.
4. Results and discussion

Today, the organization and management scholars argue that the most valuable asset, its human capital, and given the precious capital, on the failure or success of organizations has a direct impact. Therefore, efforts to develop employee commitment, it is important that managers should take note. Persons engaged are more committed values and goals, and a more active role in the organization will be, and less likely to leave the organization and finding new career opportunities, take action. As the article noted, the concept of organizational commitment and positive attitude implies that there will be a sense of loyalty to employees, and participation in organizational decisions, according to the organization, and is an expression of success and welfare. Studies in this field show that employee commitment to the organization, the results are very valuable for organizations, will be followed by the directors of the Iranian security forces can, using the factors affecting the issue of its benefits. The main results of employee commitment to the organization, which also affect the performance of the organization, including creativity and innovation of employees, increase employee retention in the organization, satisfaction, attachment, affiliation and attachment to the organization's employees, better job performance, reduce employee withdrawal organization, social behavior, lack of absenteeism, altruism and helping colleagues, and reduce stress, as well as the financial success of the enterprise, and increase the effectiveness and efficiency of the organization, which ultimately results in business excellence and organizational goals and community benefit organizations and their employees, will benefit.

The result of this study, the possible role of gender in a variety of intelligence confirmed. As the results show, the women of verbal intelligence are superior to men. Results indicate that men of intelligence, logical mathematical, musical, mobility, interpersonal, intrapersonal, spatial, visual, nature - oriented, are better than girls or women. It has been noted that the findings of other researchers, reported by intelligent men and women do not differ in the average, counter, and Studies of Qadamian and Moafian (2007), does not approve. However, the finding of this gentleman, (2005), is consistent in the sense that girls than boys in some kind of superior intelligence, and some of them are lower than boys. The results show that single musical intelligence, mobility, interpersonal, intrapersonal, spatial and visual superiority are married. The results show that, married the intelligence of verbal intelligence, logical mathematical intelligence, nature - oriented, are better than singles. Also, the results show that humanities courses, in terms of verbal intelligence, verbal, interpersonal and nature - oriented courses are better than others. Medical field, in terms of intelligence, mathematical logic, the rest of the strings superior, technical and engineering disciplines, in terms of intelligence, physical movement, visual spatial intelligence, musical intelligence and superior to the rest of the field, as well as the fields of mathematics, physics, the interpersonal Intelligence, academic disciplines are superior to the other. These findings with the results of more studies Motallebzadeh. and Manoochehri. (2009), as well as Khodashenasi and Firoozabadi (2009), is consistent.

Overall, the questionnaire of 80 questions, eight levels of intelligences Gardner, the eight subscales of the verbal -linguistic intelligence, logical mathematical intelligence, spatial intelligence, visual, motor, physical, musical intelligence, interpersonal intelligence, and nature - oriented measure placed. Thus, verbal -linguistic intelligence subscales with 10 items (items 1, 9, 17, 25, 33, 41, 49, 57, 65 and 73 ), the logical mathematical intelligence subscales with 10 items (items 2, 10, 18, 26, 34, 42, 50, 58, 66 and 74 ), visual spatial intelligence subscales, with 10 items ( questions 3, 11, 19, 27, 35, 43, 51, 59, 67 and 75), retail intelligence scale mobility, with 10 items (items 4, 12, 20, 28, 36, 44, 52, 60, 68 and 76 ), subscales of intelligence in music, with 10 items (items 5, 13, 21, 29, 37, 45, 53, 61, 69, 77), interpersonal intelligence subscales, with 10 items (items 6, 14, 22, 30, 38, 46, 54, 62, 70 and 78 ), small -scale interpersonal Intelligence, with 10 items (questions 7, 15, 23, 31, 39, 47, 55, 63, 71, 79 ) and oriented nature of intelligence subscales, with 10 items (questions 8, 16, 24, 32, 40, 48, 56, 64, 72 and 80 ), in terms of validity and reliability were confirmed.

Findings indicate the internal consistency of multiple intelligences, the samples were examined. Helm stater, alpha minimum acceptable for the subscales formed, a few questions 0.50 has suggested, however, that the Nanaly minimum acceptable level of Cronbach's alpha for the subscales formed, a few questions, or a scale to 0.70, so that it can be used in the studies. Cronbach's alpha results for several of the subscales in this study between 0.55 to 0.70, respectively that, according to Helm Astatr, is acceptable. It is noteworthy that, for most measures, rate alpha greater than 0.70 is.
According to examine the validity and reliability of multiple intelligences, this study focuses on different age groups and gender, and education has taken place, it can, as an instrument with acceptable reliability and validity in different studies, should be used.

Given that each of the multiple intelligences, for a variety of professional backgrounds, have many applications, it is recommended that various government departments and agencies, or NGOs, this tool as a benchmark recruitment, selection and recruiting, to use in specific organs. Because compliance with the by default, the people according to their interests and abilities, absorbed and utilized, which presumably results and performance even more.

as well as the findings of this study can be a model for further studies on a larger scale and greater populations done.

Appreciating

This article is drawn from a research project, supported by Islamic Azad University, Kermanshah Branch, of Iran funding is in place so that we can appreciate and thank the President of the University.

References

Pasha Sharifi, H., 2005. a preliminary study of Gardner's multiple intelligences theory in the field of curriculum and students' adaptability, innovation, education, years. Fourth, no. 11, pp. 0.11 to 34.
Zarei, M., 1998. HRM.