

A Survey of Relationship between Cultural Intelligence and Librarians' Job Performance in the Public Libraries of Khuzestan

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Abstract

Purpose: The purpose of this study is to investigate the relationship between Cultural Intelligence and its components with librarians' job performance in the public libraries of Khuzestan.

Methodology: This study is a descriptive correctional research that applied with survey method. The population is consisted of the whole librarians employing in the public libraries of Khuzestan (S=230), from which, by using the Krejcie & Morgan table, a 145 people sample were selected through stratified random sampling method. To measure the cultural intelligence and job performance, the questionnaires of Van Dyne and Ang (2004), and Farajpahlou and et al (1391) were used respectively. In order to test the research hypotheses, multiple regression and Pearson correlation coefficients were used.

Findings: The results showed that between cultural intelligence (by cognitive and metacognitive) and librarians' job performance in the public libraries of Khuzestan, there is a significant positive relationship. Also the components of cultural intelligence (cognitive, metacognitive, motivational and behavioral) cognitive, metacognitive and motivational cultural intelligence have a significant positive relationship with job Performance of librarians.

Originality/Value: On the basis of this research, we can approvingly said that for create any increase in the job performance of public librarians, directors must invoke the cultural intelligence of them as an important priority.

Keywords: Cultural Intelligence, Job Performance, Librarians, Public Library, Khuzestan.