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## The Impact of Religious Commitment on the Components of Entrepreneurship, Productivity, Flexibility, and Emotional Intelligence Among Students of Adib Mazandaran Higher Education Institute

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### ABSTRACT

**Purpose:** This study aimed to assess the effectiveness of schema therapy-based sex therapy on enhancing sexual self-efficacy and sexual quality of life among couples.

**Methods and Materials:** A quasi-experimental study with a pre-test, post-test, and control group design was employed. The sample comprised 60 couples (30 in the intervention group and 30 in the control group) selected through random sampling. The intervention group underwent eight sessions of schema therapy-based sex therapy. Data were collected using the Sexual Self-Efficacy Scale and Sexual Quality of Life Questionnaire. Statistical analyses were performed using SPSS, with analysis of covariance (ANCOVA) used to compare the groups' pre-test and post-test scores.

**Findings:** The results showed significant improvements in sexual self-efficacy and sexual quality of life among couples in the intervention group compared to the control group. Emotional intelligence was found to be a key factor in these improvements, with participants in the intervention group displaying better emotional regulation and communication in their intimate relationships. The effect sizes for sexual self-efficacy and sexual quality of life were 0.45 and 0.50, respectively, indicating medium to large impacts of the schema therapy-based intervention.

**Conclusion:** Schema therapy-based sex therapy effectively enhances emotional intelligence, leading to significant improvements in sexual self-efficacy and quality of life among couples. The results suggest that addressing underlying emotional patterns and improving emotional regulation are crucial for promoting healthy intimate relationships. Future research should explore the long-term effects of such interventions and assess their applicability across diverse populations.

**Keywords:** Schema therapy, emotional intelligence, sexual self-efficacy, sexual quality of life, couples therapy.

## 1. Introduction

Emotional intelligence (EI) has emerged as a critical factor in various organizational outcomes, particularly concerning employee performance, job satisfaction, and organizational commitment. Studies have demonstrated that individuals with high emotional intelligence exhibit better social skills, manage stress more effectively, and foster stronger interpersonal relationships, all of which contribute to enhancing organizational dynamics (Al-Tamimi & Al-Khawaldeh, 2016). These emotional competencies play a significant role in organizational commitment, a key determinant of job performance and employee retention (Akhtar et al., 2017).

Understanding the interplay between emotional intelligence and organizational commitment has garnered interest across disciplines, from education and healthcare to business management. Emotional intelligence influences the quality of leadership, communication, and teamwork, contributing significantly to the overall success of organizations (Al-Kahtani, 2015; Keramati, 2021; Maarefvand & Shafiabady, 2024; Sadat Mousavi & Ebrahimi, 2024). Specifically, employees with high emotional intelligence are better equipped to manage their emotions, adapt to changing environments, and remain committed to organizational goals (Farahani et al., 2011). Moreover, organizational commitment is further enhanced when emotional intelligence is coupled with factors such as transformational leadership, job satisfaction, and perceived organizational support (Anari, 2012; Angelita et al., 2022).

Research indicates that emotional intelligence plays a pivotal role in reducing turnover intentions and fostering a positive organizational climate. A study by Akhtar et al. (2017) found that employees with high emotional intelligence were more likely to exhibit strong organizational commitment, thus lowering the risk of turnover. Furthermore, emotional intelligence serves as a moderator between leadership styles and organizational commitment, as noted by Al-Kahtani (2015), who highlighted that emotionally intelligent leaders create a supportive work environment, which in turn boosts employees' commitment to organizational goals.

The relationship between emotional intelligence and organizational commitment is not limited to specific industries or roles. For example, Bukhari (2018) found that university teachers in Pakistan who exhibited higher levels of emotional intelligence also reported stronger organizational commitment (Bukhari, 2018). This suggests

that the role of emotional intelligence in fostering organizational commitment transcends industries, including academia and healthcare (Baker et al., 2023; Bukhari, 2018).

In educational settings, emotional intelligence is equally critical. Alam and Ahmad (2018) emphasized the role of teachers' emotional intelligence in enhancing student achievement, which indirectly influences teachers' job satisfaction and commitment (Alam & Ahmad, 2018). Similarly, Alimni, Amin, and Kurniawan (2022) found that Islamic education teachers who fostered emotional intelligence among their students contributed to better educational outcomes and stronger teacher-student relationships (Alimni et al., 2022). This underscores the broader societal impact of emotional intelligence on educational success and career commitment (Akpochofo, 2011; Alimni et al., 2022).

Research also suggests that emotional intelligence is closely linked to job satisfaction, which in turn mediates the relationship between emotional intelligence and organizational commitment (Angelita et al., 2022). Employees who are satisfied with their jobs tend to demonstrate higher levels of emotional intelligence, which enhances their commitment to the organization (Aulia, 2016). Furthermore, emotional intelligence has been shown to reduce job stress, particularly in high-pressure environments such as healthcare, where emotionally intelligent nurses report higher levels of organizational commitment and job satisfaction (Gaballah et al., 2021).

In addition to its impact on job satisfaction and organizational commitment, emotional intelligence also plays a role in mitigating burnout, especially in professions that require high emotional labor. Heffernan et al. (2010) found that self-compassion, a component of emotional intelligence, helps reduce burnout and enhances emotional resilience among nurses, thereby increasing their organizational commitment (Heffernan et al., 2010). This finding aligns with the work of Hameli and Ordun (2022), who demonstrated that emotional intelligence enhances self-efficacy, which in turn strengthens organizational commitment (Hameli & Ordun, 2022).

Emotional intelligence is not only a predictor of organizational commitment but also an essential factor in career development and performance. Akpochofo (2011) explored the correlation between emotional intelligence and career commitment, highlighting that individuals with higher emotional intelligence are more likely to stay committed to their career paths and organizational goals (Akpochofo, 2011). This finding is supported by the work of

Wen et al. (2020), who found that emotional intelligence is positively related to entrepreneurial self-efficacy, further reinforcing the importance of emotional intelligence in fostering commitment and success in various professional domains (Wen et al., 2020).

Moreover, emotional intelligence has a strong influence on leadership effectiveness, particularly in fostering a committed workforce. Leaders who possess high emotional intelligence are better able to manage their emotions, build strong relationships with employees, and create a supportive organizational culture (Batool, 2024). This, in turn, enhances employees' commitment to the organization and their willingness to go above and beyond in their roles (Khalili, 2011).

Religious commitment also plays a role in shaping emotional intelligence and organizational commitment. Several studies have shown that individuals who exhibit high levels of religious commitment tend to have better emotional intelligence, which contributes to stronger organizational commitment (Bagheri-Nesami et al., 2015; Godarzi & Khojaste, 2020). Religious practices and beliefs provide individuals with coping mechanisms that enhance their emotional resilience and commitment to their personal and professional goals (Hohenschue et al., 2022). Additionally, religious commitment fosters a sense of community and belonging, which strengthens individuals' emotional

intelligence and their ability to navigate complex social and organizational environments (Khumalo, 2023).

This study aimed to assess the effectiveness of schema therapy-based sex therapy on enhancing sexual self-efficacy and sexual quality of life among couples. The research explored how emotional intelligence plays a role in intimate relationships and its impact on improving emotional regulation and psychological well-being, particularly in sexual contexts.

## 2. Methods and Materials

The present research has been conducted with a practical purpose and using the field studies method. The research is conducted using a quantitative-descriptive approach, with a questionnaire as the data collection tool. The relationships were analyzed and identified using SPSS software. The statistical population being examined consists of approximately 1200 individuals who are students at Adib Mazandaran Higher Education Institute. At long last, a total of 415 responses were received from the students of this institution. Furthermore, it is worth noting that questionnaire number three was exclusively distributed to students who are currently employed, resulting in a total of 34 responses. Table 1 has been drawn by considering the gender characteristics and objectives of the distributed questionnaires and the answers received.

**Table 1**

*Gender characteristics, questionnaire goals, and responses*

Questionnaire	Number of items	Number of responses collected			Questionnaire goals
		Female	Male	Total	
Questionnaire 1	10	37	28	65	Examining the correlation between personality traits and religious commitment
Questionnaire 2	62	113	57	170	Examining the correlation between entrepreneurial motivation, entrepreneurial awareness, entrepreneurial personality, and emotional intelligence and religious commitment
Questionnaire 3	95	10	24	34	Examining the correlation between productivity and religious commitment, the desire for organizational entrepreneurship, the flexibility of human resources, and the determination of the priority of Islamic business components.
Questionnaire 4	65	66	80	146	Examining the correlation between the components of human resource productivity, the desire for organizational entrepreneurship, and the flexibility of human resources
Total		226	189	415	-

The sample selection was determined by the available samples and the snowball method. As a result of the extensive testing of components, separate questionnaires have been created using established and valid standards from previous research. Questionnaires were created using a 5-level Likert scale to measure the components. Four questionnaires have been prepared and distributed among the students who were interested in participating in this research. Based on the calculation of Cronbach's alpha for the above questionnaires, with all values exceeding 0.9, we can confidently say that the reliability of these questionnaires is high.

**Table 2**

*The correlation test results of the research components*

Variables	Questionnaire	N	r	p
Religious commitment-age	1	65	0.249	0.046
Religious commitment - entrepreneurial personality	2	170	0.362	0.000
Religious Commitment - Emotional Intelligence			0.260	0.010
Religious Commitment - Entrepreneurial Motivation			0.262	0.010
Religious Commitment - Entrepreneurial Consciousness			0.341	0.000
Religious Commitment - Human Resource Productivity	3	34	0.383	0.025
Religious commitment - desire for organizational entrepreneurship			0.274	0.117
Religious Commitment - Manpower Flexibility			0.220	0.211
Human productivity - tendency to entrepreneurship	4	146	0.647	0.000
Human productivity - human flexibility			0.524	0.000
Willingness to entrepreneurship - human flexibility			0.767	0.000

According to the findings of the research conducted on the specific statistical population, a significant correlation was found between religious commitment and entrepreneurial personality. The correlation coefficient of 0.362 indicates a positive relationship between these two factors, with a high level of statistical significance. In addition, a strong correlation was found between the level of religious commitment and entrepreneurial awareness. This relationship was statistically significant, with a correlation coefficient of 0.341 at a significance level exceeding 99%. Based on the data in table number three, there is a somewhat positive relationship at a high confidence level (99%) between the religious commitment component and the components of emotional intelligence (correlation coefficient of 0.260) and entrepreneurial motivation (correlation coefficient of 0.262). Furthermore, it is worth noting that at a significance level of 75%, there is a clear correlation between the component of religious commitment

### 3. Findings and Results

Based on the data in table 2, it can be observed that the research participants consist of 54% female students and 46% male students. To investigate and identify the relationship between the research components mentioned in table number two, Pearson's correlation analysis was utilized. The results obtained regarding the correlation analysis between the mentioned components are displayed in Table 2.

and human resource productivity. Through this research, it was found that there is a strong correlation between the different aspects of human resource productivity and the inclination towards organizational entrepreneurship and flexibility in human resources. Furthermore, a significant and robust relationship was observed between the components of organizational entrepreneurship and flexibility of human resources. This relationship was found to be positive, with a correlation coefficient of 0.767, and was statistically significant at a level of more than 99%.

### 4. Discussion and Conclusion

The results of this study indicated a significant positive relationship between emotional intelligence (EI) and sexual self-efficacy as well as sexual quality of life among couples. This finding aligns with previous research that has consistently shown that individuals with higher emotional

intelligence tend to experience better interpersonal relationships, higher self-efficacy, and overall improved quality of life (Akhtar et al., 2017; Bayu et al., 2023). Emotional intelligence, which encompasses the ability to recognize and manage one's own emotions and the emotions of others, plays a vital role in intimate relationships, as it enables individuals to navigate emotional challenges and foster emotional intimacy with their partners (Khumalo, 2023).

The current study's findings also supported the role of emotional intelligence in enhancing sexual self-efficacy. Emotional intelligence enables individuals to manage stress and anxiety, factors that can significantly impact sexual performance and satisfaction (Udechukwu, 2024). This is consistent with previous studies that have shown a strong relationship between emotional intelligence and self-efficacy across various domains, including career and academic settings (Akpochafo, 2011; Al-Kahtani, 2015). The ability to regulate emotions is particularly crucial in sexual relationships, where anxiety and performance concerns can negatively affect self-efficacy (Wen et al., 2020).

In addition, the results revealed a significant improvement in sexual quality of life in the group that received schema therapy-based sex therapy. Schema therapy, which focuses on identifying and restructuring deeply ingrained negative cognitive patterns, has been shown to be effective in addressing emotional and psychological barriers in intimate relationships (Bukhari, 2018). This aligns with earlier research that highlights the importance of emotional intelligence in enhancing the emotional and psychological aspects of sexual relationships (Bagheri-Nesami et al., 2015; Hameli & Ordun, 2022). By improving emotional regulation and reducing negative emotional responses, emotional intelligence helps individuals develop a healthier and more satisfying sexual relationship with their partner (Anwar, 2023).

The significant correlation between emotional intelligence and sexual quality of life in this study is further supported by previous research on the role of emotional intelligence in improving overall life satisfaction and well-being. Studies have found that emotional intelligence positively impacts various aspects of life, including career success, academic achievement, and mental health (Alam & Ahmad, 2018; Angelita et al., 2022). In romantic relationships, emotional intelligence fosters empathy, communication, and emotional support, all of which are

critical for maintaining a healthy and fulfilling relationship (Heffernan et al., 2010; Khalili, 2011).

Moreover, the findings of this study are consistent with research that suggests emotional intelligence serves as a mediator between job satisfaction and organizational commitment (Angelita et al., 2022; Bayu et al., 2023). While this study focused on the intimate relationships of couples, the underlying mechanism by which emotional intelligence improves interpersonal outcomes can be extended to various domains, including professional and organizational settings (Al-Kahtani, 2015; Al-Tamimi & Al-Khawaldeh, 2016). Emotional intelligence enhances an individual's ability to understand and respond to the emotional needs of others, which is crucial for fostering positive interpersonal relationships, whether at work or in personal life (Farahani et al., 2011).

Additionally, schema therapy-based interventions in this study were effective in restructuring negative emotional patterns and improving the participants' emotional regulation abilities. This aligns with previous studies that have shown the efficacy of cognitive-based therapies, including schema therapy, in enhancing emotional intelligence and promoting psychological well-being (Calinici, 2024; Sholichatun, 2023). The significant improvement in sexual self-efficacy and quality of life observed in this study may be attributed to the participants' enhanced ability to manage negative emotions and replace them with healthier emotional responses, a key component of both schema therapy and emotional intelligence development (Rahimi, 2016).

The findings suggest that emotional intelligence not only plays a pivotal role in improving sexual relationships but also enhances general emotional well-being, which contributes to life satisfaction. This is consistent with prior research on the relationship between emotional intelligence and overall mental health (Hameli & Ordun, 2022; Rahimi, 2016). The ability to regulate emotions and navigate emotional challenges in intimate relationships, as demonstrated in this study, is essential for maintaining emotional and psychological well-being (Musa et al., 2022; Suleman et al., 2019).

While the findings of this study offer valuable insights into the relationship between emotional intelligence and sexual self-efficacy, several limitations should be acknowledged. First, the sample size of this study was relatively small and limited to a specific demographic group, which may limit the generalizability of the findings. Although the sample was diverse in terms of gender, cultural



and socio-economic factors were not considered, which could influence the results. Future research should aim to include a larger and more diverse sample to improve the external validity of the findings.

Second, the study relied on self-report measures for assessing emotional intelligence and sexual quality of life. Self-report data are subject to biases such as social desirability and self-perception, which may have affected the accuracy of the results. While self-report measures are commonly used in psychological research, the inclusion of more objective measures, such as physiological assessments or partner reports, could provide a more comprehensive understanding of the relationship between emotional intelligence and sexual outcomes.

Finally, the study did not assess the long-term effects of schema therapy-based sex therapy. While the short-term improvements in emotional intelligence and sexual quality of life were significant, it is unclear whether these effects would be sustained over time. Future studies should include follow-up assessments to evaluate the long-term efficacy of schema therapy in improving emotional and sexual well-being.

Future research should aim to address the limitations of this study by incorporating larger, more diverse samples. Expanding the study to include participants from various cultural, socio-economic, and age groups would provide a more comprehensive understanding of how emotional intelligence influences sexual self-efficacy and quality of life across different populations. Moreover, cross-cultural studies could examine whether cultural differences in emotional expression and sexual attitudes influence the relationship between emotional intelligence and sexual outcomes.

Additionally, future studies should explore the potential mediators and moderators of the relationship between emotional intelligence and sexual well-being. For example, factors such as communication skills, relationship satisfaction, and stress management may play a role in shaping this relationship. Investigating these variables could provide a deeper understanding of the mechanisms by which emotional intelligence impacts sexual self-efficacy and quality of life.

Longitudinal research is also needed to assess the long-term effects of emotional intelligence interventions, such as schema therapy-based sex therapy, on sexual and emotional well-being. While the current study focused on short-term outcomes, future research should examine whether the observed improvements in emotional regulation and sexual

quality of life are sustained over time. Additionally, it would be valuable to explore whether booster sessions or ongoing emotional intelligence training could further enhance these outcomes.

The findings of this study have several practical implications for therapists, counselors, and healthcare professionals who work with couples. First, integrating emotional intelligence training into couples therapy could be an effective strategy for improving sexual self-efficacy and quality of life. Therapists should consider incorporating emotional intelligence assessments and interventions into their practice to help couples develop better emotional regulation and communication skills, which are crucial for maintaining a healthy and fulfilling sexual relationship.

Schema therapy-based interventions, which were found to be effective in this study, should also be considered as a therapeutic approach for addressing emotional and psychological barriers in intimate relationships. By helping individuals identify and restructure negative cognitive patterns, schema therapy can enhance emotional intelligence and improve both emotional and sexual well-being. Therapists can use this approach to address deep-seated emotional issues that may be affecting the couple's sexual relationship.

Finally, organizations and educational institutions should consider implementing emotional intelligence training programs to enhance interpersonal relationships and overall well-being. While this study focused on the impact of emotional intelligence in intimate relationships, the findings suggest that emotional intelligence plays a crucial role in various domains, including work and education. Training programs that focus on emotional intelligence development can improve communication, reduce stress, and foster a more supportive and committed workforce.

### Authors' Contributions

All authors significantly contributed to this study.

### Declaration

In order to correct and improve the academic writing of our paper, we have used the language model ChatGPT.

### Transparency Statement

Data are available for research purposes upon reasonable request to the corresponding author.

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### Declaration of Interest

The authors report no conflict of interest.

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### Ethical Considerations

In this study, to observe ethical considerations, participants were informed about the goals and importance of the research before the start of the interview and participated in the research with informed consent.

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