



Study of the Relationship between Quantum Skills and Creativity of Primary School Teachers in Lordegan City

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Abstract: *The present research aims to study the relationship between the quantum skills and the creativity of primary school teachers in Lordegan city. The present study is an applied correlative research- descriptive one. The statistic population includes all the primary school teachers in Lordegan city that 750 members of whom, 256 members were selected as the sample by the use of Morgan table. The simple random sampling has been applied. Two questionnaires of Azimi's Quantum Skills (2011) and Rend sip Creativity (1979) were used as the measurement tools in the study. The face and content validities were used for determining the validity and the questionnaires were consecutively given to the expert management professors and the necessary amendments were applied in them. By using Cronbach's Alpha Coefficient, the reliability of the quantum skills questionnaire and creativity questionnaire were determined %96 and %88, respectively; that were indicative of the proper reliability of measurement tools. After collecting the data, they were analyzed by the use of SPSS software at two descriptive and inferential levels. The statistic characteristics such as frequency, percentage, mean and standard deviation were used at the descriptive level and the statistic T tests and Pearson correlation coefficient test were applied at the inferential level based on the level of data and hypotheses. The results of Pearson correlation coefficient test revealed that there is a positive significant relationship between the quantum skills and the creativity of primary school teacher in Lordegan city and the major hypothesis of the study is confirmed ($p < 0.05$). Furthermore, the results of T test showed that, in this study, the level of total quantum skills of the primary school teachers in Lordegan has been higher than the standard mean ($p < 0.05$). The level of quantum thinking of the primary school teachers in Lordegan city has been higher than the standard mean ($p < 0.05$). The level of quantum vision of the primary school teachers in Lordegan city has been higher than the standard mean ($p < 0.05$). The level of quantum feeling of the primary school teachers in Lordegan city has been higher than the standard mean ($p < 0.05$). The level of the quantum action of the primary school teachers in Lordegan city has been higher than the standard mean ($p < 0.05$). The level of the quantum trust of the primary school teachers in Lordegan city has been higher than the standard mean ($p < 0.05$). The level of quantum vision of the primary school teachers in Lordegan city has been higher than the standard mean ($p < 0.05$). The level of the quantum living of the primary school teachers in Lordegan city has been higher than the standard mean ($p < 0.05$).*

Keywords: *Quantum skills, Creativity, Teachers, Lordegan city.*

INTRODUCTION

In recent years, the quantum education model is one of the meta-theories which has made efforts to provide a combined application of educational theories in a fast, integrated and effective way in the class. Although the quantum suffix more is a kind of metaphor, the philosophy of education and quantum learning roots in the philosophy of quantum physic. The concepts such as speed, interpenetration and uncertainty of knowledge are the prevalent terms in the quantum physic and mechanic in comparison to the predictability of phenomena in the Newtonian physic. The quantum physic considers the human's mind and knowledge effective on the world realities; in such a way that it believes that, without the existence of human beings, the realities, i.e. the material world, would not exist in the way that they are observed. Based on this philosophy the role of the human being's knowledge level in the effect on world events is of significant importance (Souriyani, 2014).

The quantum theory bases a new paradigm which is based on the complexity, uncertainty, randomness, nonlocal causality, idealism, participatory collusion, perfectionism and multi- world interpretation (Finkelman, 2006). The quantum concepts have been derived from Shelton (1999) and are considered to be a new foundation for the leadership in the management; a foundation which provides a model from new interactional skills and a paradigm from thought for the efficiency. These skills are named the quantum skills; because they are based on this principle that the quantum power is the most important principle and this power is the reason for the occurrence of everything in the world and consequently, it gives the material aspects of this world a second- level importance. Based on this theory, there are seven quantum skills in the nature, including quantum vision which is the ability to see purposefully and is based on this logic that the reality is mental by nature and is appeared on the basis of the observer's expectations and beliefs; quantum thinking which is the ability to see purposefully and to think in an opposite manner which has been resulted from the researches in the quantum physic, it expresses that the world often acts in a non-logical and paradox way; quantum feeling which is the ability to feel in a life- giving manner and is based on a logic of the human beings, like other creatures, encounter to the similar quantum and so, are a subject for the global rules of energy stimulation; quantum knowledge which is the ability to know in a creative and intuitive way and is the ability of direct perception derived from the field of quantum theory; quantum action which is the ability to act in a responsible manner and is based on the quantum concept of relationship and is the minor outcome of non- local (thin) reasons. Everything in this world is a part of an intricate correlation that each part affects and is affected by the other one; quantum trust which is the ability to trust in the life process and has been derived from the chaos theory. The chaos theory provides a new method to observe the change and chaos which is with that. This theory shows that the chaos is inherent in the evolution process; quantum existence which is the ability to establish a continuous relationship that recognizes the communicative nature of the world. This skill enables the managers to own their feelings so that they ascribe them to the others (Shelton & Darling, 2001). The three skills of the quantum vision, quantum thinking and quantum feeling are generally psychological by nature. These skills are based on the generally accepted psychological principle:

1. The human's perception is extremely mental (quantum vision).
2. The creative thinking requires the development of capacities of right hemisphere of the brain (quantum thinking).
3. The human's feeling are not derived from the external events and are the internal and sensual conversations (quantum feeling).

These psychological principles are the key concepts of novel paradigm. Such psychological structures help the leaders to create in a purposeful and creative way. The skills derived from these three principles are fundamentally individual- centered. These skills focus on the individual and the aim is the potential talents in the creativity and emotions. These skills help the human potentials to be materialized, but they do not

necessarily provide sense and perfection for our spirit. We need other skills to get the feeling of perfection; the skills which their aim to change our attention, from " the things which are useful for me" to " the thing which is useful for all of us". These skills fasten our attention from the personal theories to paying attention to the public prosperity. The quantum knowledge, quantum action, quantum trust and quantum existence are spiritual skills. They are based on four general principles:

1. We live in an aware world (quantum knowledge).
2. Everything in the world have complex and reciprocal relationship and interaction with each other (quantum action).
3. The world order is derived from the disorder (quantum trust).
4. The life is formed by the relationships (quantum existence).

These skills (quantum knowledge, quantum action and quantum trust) are placed with agree spin in the orbits and the quantum existence is in the hexagonal area in the center of model. Its central position is indicative of its complex relationship with each of other six skills. When we exercise both spiritual- psychology skills, we would learn that we use the capacities of two brain hemispheres further and develop the ability of process center of brain, neocortex (Shelton, 2003). The skill of quantum knowledge is not a tool for intersecting the effort process, but it is the reduction of repeated processes which an organization needs to do them. The employees who regard the skill of knowledge quantum optimal, not only they behave with the individuals in a respectful way and with intuitive insight, but also they establish creatively a knowledge and thinking atmosphere (Rafferty, Jimmieson & Armenakis, 2013).

In this skill, the employees may use some guide metaphors to help the ones who are in contract to access a high levels of intuitive knowledge. So, they find the most creative solution for their very hard challenges (Diestra et al., 2006). The message of quantum is that all components of the world including the human being are dynamic, aware and interrelated creatures. The quantum means a moving particle with probable attitudes and this fact that the order is derived from the disorder and the simple mono-causal relationships are replaced by the multi- causal, complex and intricate ones. The human's perceptions are extremely mental and the creative thinking requires the use of inspired and transcendental abilities. Internal dispute forms our feelings (Shelton, 2010). So, by using new skills (quantum skills), the managers are changed to the experts of valid changes and change deeply themselves and their organization. The leaders who are brave in the use of these skills inside the processes and organizational methods would have new methods higher than the inability of organizational learning and the creation of continuous learning. They would be the masters of valid change, in such a way that they continuously change themselves and their organization from inside to outside (Vargas, 2010).

So, the quantum approach has good results in the current complex world; the approach which is effective on the change of the environment in the future. The creativity and knowledge are the fundamental keys in the success of organizations. The employees' participation have significant effect on the performance of organization. For the execution of most of the changes needed in the chaos (chaos theory), the fundamental role of the leader is to help the employees to adjust with the new roles and strategies (Mokhtari & Hosseini, 2010). So, the pioneer of the quantum change cannot change the organizations till they have not altered themselves. While learning these skills, the executors of organization development and operational managers change their fix and static work environment into the quantum, dynamic and flexible organizations. The organizations which are in the chaos era get ready creatively to use the transformational power of the contradiction (Heydari, 2012).

So, the existence and implementation of quantum skills could have increase the level of employees' ability and equip them with the updated knowledge related to their job for providing the needs of organization (Auxin, 2012). According to the aforesaid subject matters, the present research aims to answer the following questions: is there relationship between the quantum skills and the creativity of primary school teachers in

Lordegan city? How much the primary school teachers in Lordegan city are familiar with the quantum skills? How much the activities of primary school teachers in Lordegan city is based on the quantum skills?

Review of Related Literature

Sanayi Naghane and Montazerolzohoor (2017), in a research titled study of the relationship between quantum skills and management of class in primary and high schools teachers, concluded that there is a meaningful correlation at %95 confidence level between all the elements of quantum skills (vision with 0.657 coefficient, thinking with 0.667 coefficient, feeling with 0.664 coefficient, knowledge with 0.658 coefficient and action with 0.659 coefficient) with the class management at %95 confidence level; but only the quantum thinking could have been a proper predictor for the class management.

Ghanbari and Moradi (2017), in a research titled the relationship between managers' quantum management skills and employees' readiness for the organizational change, revealed that the average of the managers' quantum management skills and the employees' readiness for the organizational change of employees of education departments of Hamedan city has been higher than the average level, 3. There was a positive significant relationship between the managers' quantum management skills and the employees' readiness for the organizational change. The results of regression analysis indicated that the elements of quantum thinking and trust have the most predictive effect on the readiness for the employees' change.

Sadegh Dehkordi and Moradi Pardanjani (2016), in a research titled study of the relationship between quantum skills in the educational managers of Shahrekord, concluded that the quantum skills of managers of high schools in Shahrekord is higher than the mean. The most important result of present research is that the managers' quantum skills can be increased by the improvement of quantum vision, quantum thinking, quantum feeling, quantum action, quantum knowledge, quantum trust and quantum living.

Mirsafian (2016), in a research titled analysis of the prediction of vocational adjustment on the basis of the implementation of quantum management concluded that the elements of vocational adjustment of physical education teachers is affected by different dimensions of quantum management.

Bereczki & Karpáti (2018) conducted a study titled teachers' belief about creativity and its improvement. This research was done with regard to the importance and efficiency of creativity in the education and learning. The other purpose of this study was the measurement of creativity among the male and female teachers in the English institutes in Iran. After the collection of questionnaires, the data were analyzed by the use of structural equation modeling. The results have revealed that there is a significant difference between the teachers' sex and creativity. So, according to the results, the women are more creative than the men in the education.

Veriz & Lazarid (2012), in their study, looked at the organization and leadership from a different viewpoint by the use of quantum metaphor and believe that the managers with quantum paradigm have different attitude in comparison to the traditional managers in terms of belief, leadership strategies and management principles.

Kilmann (2011), in his book titled "quantum organizations: a new pattern for access to the organizational successes and personal goals", believes that the organizations senior managers' use can cause a more vast viewpoint and better perception of the managers in the organization and consequently, the increase of the organizational performance and further efficiency of the organization.

Research hypotheses

1. There is a relationship between the quantum skills and the creativity of primary school teachers in Lordegan city.
2. The total quantum skills of the primary school teachers in Lordegan city is higher than the average mean.
3. The quantum thinking of the primary school teachers in Lordegan city is higher than the average mean.
4. The quantum vision of the primary school teachers in Lordegan city is higher than the average mean.

5. The quantum feeling of the primary school teachers in Lordegan city is higher than the average mean.
6. The quantum action of the primary school teachers in Lordegan city is higher than the average mean.
7. The quantum knowledge of the primary school teachers in Lordegan city is higher than the average mean.
8. The quantum living of the primary school teachers in Lordegan city is higher than the average mean.

Research Method

In any research, the researcher makes effort to select the most proper method and the method is proper that discovers the reality more exact than the other methods. The descriptive research can merely be done to the further recognition of existing condition or to help the process of decision- making and the correlation method studies the relationship between the variables.

The present study, in regard of purpose (study of relationship between the quantum skills and the creativity of primary school teachers in Lordegan city), is an applied research and in regard of research plan, it is a descriptive- correlative one.

The descriptive plans are the set of plans which aim to describe the intended situation or phenomena. The descriptive research can merely be done to the further recognition of existing condition or to help the process of decision- making (Sarmad et al., 2009: 82).

Research Findings

In this research, in addition to the descriptive statistics, the inferential tests have also been used for the analysis of research data. Furthermore, all the statistic calculations were done by SPSS 22 software.

In this research, the library method was used for studying the theoretical foundations and research literature and the field method was applied for asking the primary school teachers' opinion in Lordegan city. The analysis, as a scientific process, is one of the fundamental bases of every research.

The analysis generally is the method by which total research process, from the selection of problem to the access to a result, is guided (Sharifi and Hojatinia, 2014).

In this research, as it was referred, the inferential analyses (t test and correlation coefficient) were used for the data analysis and conclusion. In this section, the research hypotheses have been analyzed. Accordingly, the research hypotheses would be analyzed inferentially.

Analysis of research hypotheses

1. **There is a relationship between the quantum skills and the creativity of primary school teachers in Lordegan city.**

Table 1: Pearson's correlation coefficient test

variable	Creativity	
	Correlation coefficient	Significance level
Quantum skills	0.997	0.000

The results of Pearson's correlation coefficient test reveal that this test with significance level of $p= 0.000$ has shown a positive significant relationship between the quantum skills and the creativity of primary school teachers in Lordegan city. So, the major hypothesis of the research is confirmed ($p<0.05$).

2. **The total quantum skills of the primary school teachers in Lordegan city is higher than the average mean.**

Table 2: one- sample t test of total quantum skills in primary school of Lordegan city

Variable	Number	Mean	Standard deviation	Test statistic	Degree of freedom	Standard mean	Significance level
Quantum (total)	256	4.486	0.498	47.572	225	3	0.000

The results of one- sample t test show that, in this study, the total quantum skills are higher than the standard mean and there is a significant difference between the quantum skills in primary school teachers in Lordegan city and the standard mean of 3 ($p < 0.05$).

3. The quantum thinking of the primary school teachers in Lordegan city is higher than the average mean.

Table 3: one- sample t test of quantum thinking in primary school of Lordegan city

Variable	Number	Mean	Standard deviation	Test statistic	Degree of freedom	Standard mean	Significance level
Quantum thinking	256	4.488	0.500	47.545	225	3	0.000

The results of one- sample t test show that, in this study, the quantum thinking is higher than the standard mean and there is a significant difference between the quantum thinking in primary school teachers in Lordegan city and the standard mean of 3 ($p < 0.05$).

4. The quantum vision of the primary school teachers in Lordegan city is higher than the average mean.

Table 4: one- sample t test of quantum vision in primary school of Lordegan city

Variable	Number	Mean	Standard deviation	Test statistic	Degree of freedom	Standard mean	Significance level
Quantum vision	256	4.486	0.499	47.627	225	3	0.000

The results of one- sample t test show that, in this study, the quantum vision is higher than the standard mean and there is a significant difference between the quantum vision in primary school teachers in Lordegan city and the standard mean of 3 ($p < 0.05$).

5. The quantum feeling of the primary school teachers in Lordegan city is higher than the average mean.

Table 5: one- sample t test of quantum feeling in primary school of Lordegan city

Variable	Number	Mean	Standard deviation	Test statistic	Degree of freedom	Standard mean	Significance level
Quantum feeling	256	4.485	0.499	47.565	225	3	0.000

The results of one- sample t test show that, in this study, the quantum feeling is higher than the standard mean and there is a significant difference between the quantum feeling in primary school teachers in Lordegan city and the standard mean of 3 ($p < 0.05$).

6. The quantum action of the primary school teachers in Lordegan city is higher than the average mean.

Table 6: one- sample t test of quantum action in primary school of Lordegan city

Variable	Number	Mean	Standard deviation	Test statistic	Degree of freedom	Standard mean	Significance level
Quantum action	256	4.487	0.502	47.400	225	3	0.000

The results of one- sample t test show that, in this study, the quantum action is higher than the standard mean and there is a significant difference between the quantum action in primary school teachers in Lordegan city and the standard mean of 3 ($p < 0.05$).

7. The quantum knowledge of the primary school teachers in Lordegan city is higher than the average mean.

Table 7: one- sample t test of quantum knowledge in primary school of Lordegan city

Variable	Number	Mean	Standard deviation	Test statistic	Degree of freedom	Standard mean	Significance level
Quantum knowledge	256	4.488	0.500	47.545	225	3	0.000

The results of one- sample t test show that, in this study, the quantum knowledge is higher than the standard mean and there is a significant difference between the quantum knowledge in primary school teachers in Lordegan city and the standard mean of 3 ($p < 0.05$).

8. The quantum living of the primary school teachers in Lordegan city is higher than the average mean.

Table 8: one- sample t test of quantum living in primary school of Lordegan city

Variable	Number	Mean	Standard deviation	Test statistic	Degree of freedom	Standard mean	Significance level
Quantum living	256	4.486	0.499	47.627	225	3	0.000

The results of one- sample t test show that, in this study, the quantum living is higher than the standard mean and there is a significant difference between the quantum living in the primary school teachers in Lordegan city and the standard mean of 3 ($p < 0.05$).

Findings related to the research hypotheses

Discussion of research major hypothesis: there is a relationship between the quantum skills and the creativity of primary school teachers in Lordegan city. As the correlation coefficient test revealed that this test with significance level of $p = 0.000$ has shown a positive significant relationship between the quantum skills and the creativity of primary school teachers in Lordegan city and the major hypothesis of the research is confirmed ($p < 0.05$). In this regard, it can be said that the quantum skill, if it is implemented in proper manner, can change the organization environment and provide a condition in which the employees can achieve the creativity, organizational self- confidence and proper job satisfaction and consequently, the optimal vocational adjustment. Based on what was expressed, it can be concluded that the quantum skill as a new science in the management system of the organization can provide the condition so that the individuals increase their vocational ability by getting a new occupational knowledge and do their tasks in a best way and have high creativity in their job. So, it is hoped that the principles of quantum skills and its strategies be applied in the education department in the foreseeable future so that it ultimately be resulted in the creation of creativity in all the teachers, specially the primary school teachers. The result of major hypothesis corresponds to the results of the researches done by Hoveyda (2012), Aghababayi (2014), Dill (2006) and Mirsoufian (2016).

Discussion of the first minor hypothesis of research: the total quantum skills of the primary school teachers in Lordegan city is higher than the average mean. As the results of one- sample t test revealed, in this study, the total quantum skills were higher than the standard mean and there is a significant difference between the quantum skills in the primary school teachers in Lordegan city and the standard mean of 3 ($p < 0.05$). In this regard, it can be said that whereas the quantum theory is derived from the physical theories related to the basis of formation of the world and is based on this principle that the human being has been formed by the same energy and the particles forming the world, it is concluded that the quantum skills exist naturally and potentially in the human being's unconscious nature. So, the manner of acquaintance with and application of these skills by the managers and employees, regarding their low knowledge in this case, can be justified by calling internal and potential of the quantum skills. The result of the present hypothesis corresponds to the results of studies done by Hoveyda (2012), Aghababayi (2014), Farhadi Rad (2012) and Dill (2006).

Discussion of the second minor hypothesis of research: the quantum thinking of the primary school teachers in Lordegan city is higher than the average mean. As the results of one- sample t test revealed, in this study, the quantum thinking is higher than the standard mean and there is a significant difference between the quantum thinking in the primary school teachers in Lordegan city and the standard mean of 3 ($p < 0.05$). According to the obtained statistic results, if we want to be able to implement the new management styles and theories in the organizations of the country and use its outcomes like the developed countries, at first, we should reform the managers' thought about the new management styles and the fear from changing them; because, unfortunately most of the managers emphasize the logical, linear skills and the black and white thinking. The result of the present hypothesis corresponds to the result obtained from the researches done by Hoveyda (2012), Fakhadi Rad (2012), Azimi (2012) and Dill (2006).

Discussion of the third minor hypothesis of research: the quantum vision of the primary school teachers in Lordegan city is higher than the average mean. As the results of one- sample t test revealed, in this study, the quantum vision is higher than the standard mean and there is a significant difference between the quantum vision in the primary school teachers in Lordegan city and the standard mean of 3 ($p < 0.05$). The dimension of quantum vision specially includes the psychological foundations of the quantum physics, in such a way that the aim is the psychological process in which the facts are formed. The aims cause the managers pay attention to the special stimulants, while they disregard many totally the probable cases. The manager who has ability in the quantum vision, models his/ her ability for defining and testing the presuppositions and beliefs. So, it is necessary to take some measures in this section of dimensions of quantum skills to increase the managers' knowledge. In this regard, it can be expressed that although 80 percent of what is observed in the external world are subordinate to the factitious beliefs and thoughts, the managers yet, in most cases, do not pay much attention to being mental of the external facts in managing themselves and their organization. So, the managers should pay more attention to the mental exercises so that they could select their intentions consciously and, accordingly, put their perceptions along their desires. The result of present hypothesis corresponds to the result derived from the researches done by Hoveyda (2012), Aghababayi (2014) and Lazarid (2012).

Discussion of the fourth minor hypothesis of research: the quantum feeling of the primary school teachers in Lordegan city is higher than the average mean. As the results of one- sample t test revealed, in this study, the quantum feeling is higher than the standard mean and there is a significant difference between the quantum feeling in the primary school teachers in Lordegan city and the standard mean of 3 ($p < 0.05$). This hypothesis is the concordance of the trend to the application of the teachers' knowledge from this skill. So, a condition should be provided so that the today managers and employees can achieve the higher levels of energy by selecting and concentrating on the positive aspects of their experiences; because, by providing and developing the energetic paradigms, they can design the programs for the organizational change in a very different form in regard of the efficiency and job satisfaction. The result of present hypothesis corresponds to the result obtained from the studies done by Hoveyda (2012), Aghababayi (2014), Tadayonkhah (2012) and Altafi (2011).

Discussion of the fifth minor hypothesis of research: the quantum action of the primary school teachers in Lordegan city is higher than the average mean. As the results of one- sample t test revealed, in this study, the quantum action is higher than the standard mean and there is a significant difference between the quantum action in the primary school teachers in Lordegan city and the standard mean of 3 ($p < 0.05$). As, in the case of dimension of quantum action, Shelton (2001) also refers to the big bang theory and expresses: in fact, the particles forming my body have interacted with the particles which form your body. All the objects in the world are a component of an interrelated and intricate total in which every component affects and is affected by the other components. So, the quantum action is the ability to act with the feeling of belonging to the all, all the organization, all the society and all the cosmic system. In this regard, it can be expressed that whereas the application of quantum action skill makes the manager to select the discriminate options, the discriminate selection obligates the managers to the further consciousness of the management options. So, paying attention to this dimension of this new management style would cause that the management leaders select the actions which are based on the kindness, sympathy or unity and they would be aware that all of us are we. The result of present hypothesis corresponds to the result obtained from the studies done by Hoveyda (2012), Aghababayi (2014) and Nourdin (2005).

Discussion of sixth minor hypothesis of research: the quantum knowledge of the primary school teachers in Lordegan city is higher than the average mean. As the results of one- sample t test revealed, in this study, the quantum knowledge is higher than the standard mean and there is a significant difference between the quantum knowledge in the primary school teachers in Lordegan city and the standard mean of 3 ($p < 0.05$). So, some strategies should be adapted in the organization so that the teachers internally tend to increase their knowledge in their specialized area; not with a viewpoint of mere benefiting to the organization, but with a self- beneficiary stimulation and an internal inclination; because the more the manager learn the use of quantum knowledge skill, the further they help the creation of real learner organizations and, by this way, they highly prize the validity of the intuitive thoughts. The result of present hypothesis corresponds to the result obtained from the studies done by Hoveyda (2012), Gourkan (2005) and Aghababayi (2014).

Discussion of seventh minor hypothesis of research: the quantum trust of the primary school teachers in Lordegan city is higher than the average mean. As the results of one- sample t test revealed, in this study, the quantum trust is higher than the standard mean and there is a significant difference between the quantum trust in the primary school teachers in Lordegan city and the standard mean of 3 ($p < 0.05$). In this regard, it can be said that this dimension has been based in the order and disorder system of the world and its predictability or unpredictability. So, the managers, before adding to their knowledge in this dimension, should develop the mind and concentration skills so that, instead of encoding the existing phenomena or affairs, pay their attention to its mysteries by the use of this skill. In this regard, Shelton and Darling (2003) emphasize that the disorder is the cause of all developments. Therefore, some conditions should be provided so that the managers can increase their knowledge about the dimension of quantum trust. The result of the present hypothesis corresponds to the result obtained from the studies done by Hoveyda (2012), Lazarid (2012) and Aghababayi (2014).

Discussion of the eighth minor hypothesis of research: the quantum living of the primary school teachers in Lordegan city is higher than the average mean. As the results of one- sample t test revealed, in this study, the quantum living is higher than the standard mean and there is a significant difference between the quantum living in the primary school teachers in Lordegan city and the standard mean of 3 ($p < 0.05$). Therefore, according to this that this skill (quantum existence) depends on the spiritual and communicative features of the individuals, the organizational atmosphere should be designed in such a way that the individuals can enjoy the optimal mental health at a high level of the communication. The result of the present hypothesis corresponds to the result obtained from the studies done by Hoveyda (2012), Dill (2006) and Aghababayi (2014).

Suggestions derived from research findings

According to the obtained results and the positive significant relationship between the quantum skills and the teachers' creativity, the following suggestions are presented for the purpose of increasing the amount of quantum skills and teachers' creativity:

1. According to the major hypothesis of the research (There is a relationship between the quantum skills and the creativity of primary school teachers in Lordegan city), it is suggested that when the educational managers apply the quantum skills in the work, the real participation is appeared and they accentuate different viewpoints and they would be sure that they would achieve the comprehensive solutions and would encounter easily to the discussion meetings without the agenda and would use the creative teaching methods for facilitating the students' learning.
2. According to the first minor hypothesis of the research (The total quantum skills of the primary school teachers in Lordegan city is higher than the average mean), it is suggested that, for changing the lesson class to the quantum class, its members have the needed authorities in their scope, some opportunities be provided for them to participate in the goal settings and an atmosphere be provided in the class that it is progressive and promoter of moving toward the development. Furthermore, the teachers' opinions be regarded in determining the goals, planning and educational decision- makings and they have freedom in the execution of their educational tasks.
3. According to the first minor hypothesis of the research (the quantum thinking of the primary school teachers in Lordegan city is higher than the average mean), it is suggested that the teacher release themselves from the feeling of anxiety derived from considering the crises and the short- term outcomes and trust that the order would be permanent. Furthermore, they learn to emphasize the inherent chaos in the group processes and be the pioneers at a new level of existence for themselves and their organizations. So. It is suggested the quantum thinking skills be educated among the teachers.
4. According to the third minor hypothesis of the research (the quantum vision of the primary school teachers in Lordegan city is higher than the average mean), it is suggested that the teachers, for developing this skill, begin the life with the clear tendencies and exactly know that they want to create what kind of work environment and disclose the chain of past experiences and the bright and alive illustration of the mind and create new cognitive attitudes by these clear mental imaginations. Furthermore, by the use of " cognitive psychologist technique", i.e. reframing the thought, it suggested a process for the supervision, prevention and change of the nonsense mental patterns. The use of positive sentences (simple, positive and short sentences about determination and goal) and the exposure to the dream board or the mental map and positive sentences in the place in front of eyes can be a visual reminder of what we want to establish. When we use such visual helps, we daily become more aware of our goals and determination and become more sensitive in the selection of what we think about. If the employees be interfered in the process of compilation of organizational prospect and would not adhere to their own current attitudes and beliefs and would not be able to select cognitively and intuitively a new probable options for the successful execution of organizational prospect which has been communicated by the management's decree.
5. According to the fourth minor hypothesis of the research (the quantum feeling of the primary school teachers in Lordegan city is higher than the average mean), it is suggested that the teachers, for the development of this skill, take the responsibility for the creation of work environment full of pleasure and apply the principles of energy induction.
6. According to the fifth minor hypothesis of the research (the quantum action of the primary school teachers in Lordegan city is higher than the average mean), it is suggested that the teachers, for the development of this skill, clarify the deepest values and select the deliberate alternatives which agree with these values.

7. According to the sixth minor hypothesis of the research (the quantum knowledge of the primary school teachers in Lordegan city is higher than the average mean), it is suggested that the teachers, for the development of this skill, get a higher level of awareness by the intuitive processes by the intelligence and insight and emotional and physical tranquility.
8. According to the seventh minor hypothesis of the research (the quantum trust of the primary school teachers in Lordegan city is higher than the average mean), it is suggested that the teachers, for the development of this skill, accept the chaos and trust the ability of the world for the self- organization.
9. According to the eighth minor hypothesis of the research (the quantum living of the primary school teachers in Lordegan city is higher than the average mean), it is suggested that the teachers, for the development of this skill, create an educational environment in which the differences are respected and the relationships are developed. Therefore, the education should accept the change to achieve their goal; because, in a developing society, the necessity of change should be accepted and for this purpose, we can take steps in the case of development by developing the quantum skills in the managers and employees.

Research restrictions

Any research, from the selection of subject to the execution processes and analysis and conclusion involves some restrictions. The expression of restrictions in every research helps the researchers who want to study different aspects of the subject so that they can consciously survey while being aware of the barriers, shortages and restrictions of the research in the study of similar cases. The restrictions of present research are as following:

The research restrictions, based on the books of Naderi, E; and Seifnaraghi,M; research methodologies in educational sciences, are categorized into two groups:

A. The restrictions which are controlled by the researcher.

- the education, trust building and attraction of the answerers' satisfaction for the cooperation in the proper filling of the questionnaire that needs spending the time and positive relationships of the researcher is an important factor in doing this study and is considered to be of the research restrictions.
- The statistic population of present research only includes the primary school teachers in Lordegan city. So, being precautious in the generalization of research results to the other departments and cities is necessary.

B. The restrictions which are out of the researcher's control.

- The restrictions which are out of the researcher's control; like the restrictions related to the geographical domain of the research that has caused the study to be done only in the city, not in the province.
- Being many of the questionnaire questions that itself was a factor for the lack of proper cooperation of the answerers and is considered to be of the research restrictions.

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