

RELATIONSHIP BETWEEN INTELLIGENCE AND PERFORMANCE: REGISTRARS' AND BURSARS' CATEGORIES IN SRI LANKAN UNIVERSITY SYSTEM

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Administrative staff in a university plays a major role in various administrative activities. There are two main categories among university administrative staff; i.e. registrar's & bursar's categories. The purpose of this study is to identify which category out of the two; i.e. registrar's or bursar's that intelligence has a higher impact on their performance.

Grounded on the Howard Gardner's (1983, 1999) theoretical discussion of Multiple Intelligence, ten types of intelligences have been introduced. The schematic diagram was developed based on the Gardner's Multiple Intelligence Model. Linguistic, logical, musical, bodily, visual, interpersonal, intrapersonal, naturalist, spiritual and moral intelligences were independent variables and the work performance was the dependent variable in the schematic diagram. The study was conducted among ninety-six administrative staff in the six national universities which are located in the western province, Sri Lanka. A questionnaire was designed as the survey instrument to collect data. Data were analyzed using two linear regression analyses. The Multicollinearity was examined by calculating Variance Inflation Factor (VIF) and tolerance statistics. It was found that regression outcome is free from the multicollinearity. The regression coefficients of intrapersonal, moral and bodily intelligences are statistically significant in the registrars' category, intrapersonal intelligence is the most significant one, and this influences the performance level of the said category. The regression coefficient of logical, musical, interpersonal, visual and linguistic intelligences are statistically significant in the bursars' category, logical intelligence is the most significant one, and this influences the performance level of the Bursars' category. Based on the findings, intelligence has a higher impact on performance of bursar's category rather than registrar's category in the Sri Lankan university system.

Keywords: Intelligence, Multiple intelligence, Performance