

The Relationship between Spiritual Intelligence and Emotional Intelligence with Performance of Female Nurses in Tabriz Hospitals in 2018

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Abstract

Background and Objective: The most important goal of any organization is to achieve the highest level of optimal efficiency. One of the most important factors involved in optimal efficiency is the human resources. Nurses, as one of the most important human resources in hospitals, are affected by several factors including emotional intelligence and spiritual intelligence, which can lead to quality improvement in health services and productivity. The aim of this study was to investigate the relationship of spiritual intelligence and emotional intelligence with job performance of nurses in hospitals of Tabriz.

Methods: This study was applied in terms of purpose and descriptive-correlational in terms of method. The sample population of this study included all the female nurses in Tabriz out of which 360 were selected using Morgan table and multi-stage cluster random sampling method. Data was collected using questionnaires including emotional intelligence (Siberia Shearing), spiritual intelligence (king), job performance (Paterson) questionnaires. The collected data was analyzed using Pierson Correlation Coefficient and regression. In this study, all the ethical considerations have been observed and no conflict of interest was reported by the author.

Results: The results showed that there was a meaningful relationship between the components of spiritual intelligence and emotional intelligence and the performance of female nurses ($P > 0.05$). There was also a significant relationship between the components of emotional intelligence and spiritual intelligence components of nurses ($P < 0.05$). Based on the regression results, emotional intelligence predicted 19/18 percent of the variance in spiritual intelligence ($P < 0.05$). Emotional intelligence predicted 5/8 percent ($P < 0.05$) and the spiritual intelligence predicted 1/2 percent of the variance in performance ($P < 0.05$).

Conclusion: Based on the results of the study, it can concluded that nurses' performance can be enhanced through Spiritual Intelligence and Emotional Intelligence. Having emotional and spiritual intelligence skills can help to improve nursing performance and the equality of services among patients. Hence, hospital managers should take the required measures for promoting the emotional and spiritual intelligence of nurses.

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Summary

Background and Objective

Achieving optimum efficiency is one of the most important goals of any organization. Manpower, and at the same time, sane/healthy and creative people are effective factors in efficiency, as development has a humanistic nature and attention to efficient humanistic

resources is one of the most promising developmental patterns. Function is the widest concepts investigated in the areas of human resources development. Rothman defined vocational function as a multi-dimensional structure as he illustrates how the staff function in their jobs, their creativity, their problem solving mentality, and their use of their existing sources, and also their time and energy consumption in fulfilling their duties (1). Nursing could be considered as an emotional profession; hence, nurses should have the capability to recognize and manage their emotions and those of their clients and a proper and sympathetic social relationship. These abilities are a part of the emotional intelligence (2). According to Colman (3), emotional intelligence includes a set of emotions, social knowledge and abilities that govern and lead our overall power in a direction that enables us to show an appropriate response to environmental factors and pressures. This intelligence influences functioning in four areas of self-awareness (understanding one's abilities and expressing them), social awareness (awareness towards others, understanding their abilities and sympathy), relation management and the self-management (the ability to adapt to the changes and solving one's personal and social problems). Emotional intelligence has an effective functional capacity in providing satisfying interpersonal relations and a proper function in the high working pressure conditions while highly intelligent people are more capable of establishing relations and showing a better function (4). However, spiritual intelligence is an adaptive use of the spiritual information in daily life for problem solving and in the process of achieving the aims (5). It includes five areas of vigilance/awareness, giftedness, meaning, excellence, and the truth (6). According to Nasel, spiritual intelligence explains the person's ability in using his/her spiritual capacities and sources for a better recognition of existential, spiritual, and real issues, and the exploration of meaning and resolving these issues (7). Therefore, as nurses are considered as the potential future human sources and based on the vital role that emotional and spiritual intelligences play in their functioning, conducting this study seems essential.

Methods

Compliance with ethical guidelines: All procedures were performed with the consent and knowledge of the nurses. Prior to conducting the research, complete information was provided to the participants and they were assured that all data would be kept confidential.

The current study was practical in purpose, and descriptive in terms of method. The sample population included female nurses of Tabriz in Eastern Azerbaijan, Iran. Based on the Morgan Table, the number of participants was 360 and the sampling was done based on random multi-staged clustering method. For gathering the data, Siberia Sharing emotional intelligence, King's spiritual intelligence, and Peterson's Functioning questionnaires were used.

Pierson Correlation Coefficient and Regression were also used for data analysis.

Results

According to the results there was a meaningful relationship between the nurses' function and the spiritual and emotional intelligence components ($P < 0.05$). There was also a meaningful relationship between the nurses' spiritual and emotional intelligence components' ($P < 0.05$). According to the findings, the emotional intelligence regression predicts 19.18 percent of the variance in spiritual intelligence ($P < 0.05$). Emotional intelligence components predicted 5.8 percent ($P < 0.05$) and spiritual intelligence components predicted 1.2 percent of the functional variance ($P < 0.05$).

Conclusion

The correlation coefficients between the components of spiritual intelligence and nurses' performance showed a significant relationship between the two ($P = 0.05$). This finding is in line with the results of Khandan et al. (8), and Kulershesta and Kumar Singhal (9), and inconsistent with the results of Moradi and Afshar Imani (10).

The correlation coefficients between emotional intelligence and nurses' performance showed a significant relationship between emotional intelligence and nurses' performance ($P = 0.05$). A review of the research background the shows that the results of the present study are consistent with those of Dipidip (11), Keri et al. (12), Gilian et al. (13), and Cano and Koar (14). According to the findings, it can be concluded that nurses' performance can be improved via emotional and spiritual intelligences as having spiritual and emotional skills could have an impressive effect on their professional/vocational functionality development and could improve their services to the patients. Hence, it is essential that hospital managers take the required measures for increasing the spiritual and emotional intelligences of the nurses.

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Ethical considerations

The Campus Institute of Iran has endorsed the study with Code of Ethics 62/371/A on 7/12/95.

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Conflict of interest

The author declared no conflict of interest.

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دراسة العلاقة بين الذكاء الروحي والذكاء العاطفي مع أداء الممرضات في مستشفيات تبريز عام ٢٠١٨

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الذكاء

الذكاء العاطفي

الكفاءة

الممرضات

الملخص

خلفية البحث وأهدافه: إن الهدف الأكثر أهمية لأي مؤسسة هو تحقيق إنتاجية مثالية. أحد عوامل الكفاءة في الإنتاجية هي القوى العاملة. يتأثر الأداء المهني للممرضات اللواتي يعتبرن من أهم الموارد البشرية للمستشفيات، بعدة عوامل بما في ذلك الذكاء الروحي والذكاء العاطفي والتي تؤدي إلى ازدياد جودة الخدمة والإنتاجية. الغرض من هذا البحث، دراسة العلاقة بين الذكاء الروحي والذكاء العاطفي وبين أداء الممرضات.

منهجية البحث: لقد اشتمل المجتمع الاحصائي لهذه الدراسة التطبيقية الوصفية المترابطة على جميع ممرضات مدينة تبريز حيث تم اختيار ٣٦٠ منهن مستخدما جدول مورغان وبطريقة اخذ العينات العشوائية العنقودية متعددة المراحل. من أجل جمع البيانات تم استخدام استبيان سيبيريا شيرينج للذكاء العاطفي واستبيان كينغ للذكاء الروحي واستبيان وظيفة بيرسون. تم استخدام جمع البيانات عن طريق الاستبيانات بما في ذلك الذكاء العاطفي، والذكاء الروحي و الأداء الوظيفي. ومن أجل تحليل البيانات تم استخدام معامل ارتباط بيرسون والانحدار الخطي. تمت مراعاة جميع الموارد الاخلاقية في هذا البحث وازضافة الى هذا فإن مؤلف البحث لم يشاروا الى اي تضارب في المصالح.


الكشوفات: اظهرت الكشوفات ان هناك علاقة ذات دلالة احصائية بين مكونات الذكاء الروحي والذكاء العاطفي وبين اداء الممرضات وكذلك بين مكونات الذكاء العاطفي وبين مكونات الذكاء الروحي لدى الممرضات ($P < 0.05$). بناء على نتائج معامل الارتباط، استطاع الذكاء العاطفي ان يتنبئ ١٩/١٨٪ من تباين الذكاء الروحي كما أن مكونات الذكاء العاطفي تنبأت بنسبة ٥/٨٪ ومكونات الذكاء الروحي ١/٢٪ من تباين الأداء ($P < 0.05$).

الاستنتاج: نظراً لنتائج هذه الدراسة يمكن القول ان هناك امكانية ارتفاع نسبة اداء الممرضات من خلال الذكاء العاطفي والذكاء الروحي؛ ذلك لأن مهارات الذكاء الروحي والعاطفي سيكون لها تأثير كبير على تحسين أداء الممرضات الوظيفي وتحسين جودة خدمة المرضى ورعايتهم. اذن يجب أن يتبنى مدراء المستشفيات، سياسات مناسبة لتعزيز الذكاء الروحي والعاطفي لدى الممرضات.

يتم استناد المقالة على الترتيب التالي:

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بررسی رابطه هوش معنوی و هوش هیجانی با عملکرد پرستاران زن بیمارستان‌های شهر تبریز در سال ۱۳۹۶

شهرام رنج‌دوست 

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چکیده

سابقه و هدف: مهم‌ترین هدف هر سازمانی دستیابی به بهره‌وری بهینه است. یکی از عوامل کارآمدی در بهره‌وری، نیروی انسانی است. عملکرد شغلی پرستاران، که یکی از مهم‌ترین منابع انسانی بیمارستان‌ها محسوب می‌شوند، متأثر از عوامل متعددی از جمله هوش معنوی و هوش هیجانی است که موجب افزایش کیفیت خدمات و بهره‌وری می‌شود. این پژوهش با هدف بررسی رابطه هوش معنوی و هوش هیجانی با عملکرد پرستاران زن شهر تبریز در سال ۱۳۹۶ صورت گرفته است.

روش کار: پژوهش حاضر از نظر هدف کاربردی و از نظر روش توصیفی-همبستگی است. جامعه آماری پژوهش شامل همه پرستاران زن شهر تبریز بود که از میان آنان ۳۶۰ نفر با استفاده از جدول مورگان به شیوه نمونه‌گیری تصادفی خوشه‌ای چندمرحله‌ای برای نمونه انتخاب شدند. به منظور گردآوری داده‌ها از پرسش‌نامه‌های هوش هیجانی سبیریا شرینگ، هوش معنوی کینگ و عملکرد پیترسون؛ و برای تحلیل داده‌ها از همبستگی پیرسون و رگرسیون استفاده شد. در این پژوهش همه موارد اخلاقی رعایت شده و مؤلف مقاله هیچ‌گونه تضاد منافی گزارش نکرده است.

یافته‌ها: یافته‌ها نشان داد که بین مؤلفه‌های هوش معنوی و هوش هیجانی با عملکرد پرستاران؛ و همچنین بین مؤلفه‌های هوش هیجانی با مؤلفه‌های هوش معنوی پرستاران رابطه معنادار وجود داشت ($P < 0.005$). بر اساس نتایج رگرسیون، هوش هیجانی ۱۹/۱۸ درصد از واریانس هوش معنوی؛ و مؤلفه‌های هوش هیجانی ۵/۸ درصد و مؤلفه‌های هوش معنوی ۱/۲ درصد از واریانس عملکرد را پیش‌بینی کردند ($P < 0.005$).

نتیجه‌گیری: با توجه به نتایج این پژوهش می‌توان گفت که از طریق هوش هیجانی و هوش معنوی می‌توان عملکرد پرستاران را افزایش داد؛ زیرا برخورداری پرستاران از مهارت‌های هوش معنوی و هیجانی تأثیرات چشمگیری در افزایش عملکرد شغلی آنان خواهد داشت و کیفیت خدمت‌رسانی به بیماران را بهبود خواهد بخشید. بنابراین، لازم است مدیران بیمارستان‌ها برای ارتقای هوش معنوی و هیجانی پرستاران تدابیر لازم را اتخاذ نمایند.

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