



# A STUDY TO IDENTIFY THE EMOTIONAL INTELLIGENCE AND WELLBEING RELATIONSHIP AMONG THE STAFF NURSES WORKING IN HOSPITALS AT GWALIOR, MP

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## Abstract :

The present paper talks about the concept of Emotional Intelligence and identifying its role among staff nurses wellbeing, working in hospital, Gwalior, MP. The objective of the study was to determine the correlation between Emotional Intelligence with Wellbeing among Staff Nurses working at selected hospitals in Madhya Pradesh. The total sample of 402 staff nurses was taken and the data was collected through **The Warwick-Edinburgh Mental Well-being Scale (WEMWBS)**. The study revealed that Emotional Intelligence play a significant role in determining wellbeing among staff nurses working in hospitals, Gwalior, MP

**Keywords:** Emotional Intelligence, Wellbeing, Staff Nurses, Hospitals.

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## Introduction:

Since the 1950s, positive brain science has expanded in unmistakable quality, and analysts certainly stand out enough to be noticed to the investigation of individuals' positive mental states, prosperity and other related ideas<sup>1</sup>. Hoopert<sup>2</sup> characterized wellness as a positive mental express that incorporates capability, close to home steadiness, commitment, meaning, good faith, positive feelings, good connections, strength, confidence, and imperativeness. Work prosperity signifies encountering lovely mental states at work, which is helpful for the full improvement of individual potential and the acknowledgment of work objectives<sup>3</sup>. Likewise, absence of bliss at work is a significant justification for why nurses quit their jobs<sup>4</sup>. Expanding the bliss of nurses assumes a significant part in settling the nursing group and working on the nature of nursing. With regards to the current worldwide COVID-19 pandemic, the nursing job frameworks in numerous nations are under serious tension; with less nurses going to additional patients, nurses are confronting huge physical and mental strain<sup>5</sup>. Research has shown that nurses job well being is connected

with elements, for example, high work pressure, work fulfillment, and poor hierarchical administration<sup>6</sup>.

Wellness -related researches has developed since its inception in professionalism. Recently, researches on wellness has designated among nurses<sup>7</sup>. This is vital to diminish the pessimistic feelings experienced by nurses and to subsequently make a decent working climate, thusly decreasing nursing job burnout and leaving clinics, and making an agreeable nursing labor force<sup>8</sup>.

Emotional Intelligence is the capacity to appreciate anyone on a deeper level with regards to nursing alludes to the capacity to figure out the patient's feelings during the time spent correspondence, and to suitably structure words and activities<sup>9</sup>. Emotional Intelligence is basically a comprehensive ability, which improves the essence of emotional intelligence through emotional output<sup>10</sup>. Emotional Intelligence to understand anyone on a profound level might assist nurses with overseeing wellness of situational stress, settle on better nursing choices, decrease the impacts of gloomy feelings,



and decidedly influence their arrangement of care, as well as their physical and psychological wellness<sup>11</sup>.

**Huei Yin Chou, Rob Hecker, Angela Martin (2012)**<sup>12</sup> investigate the effects of job demands and resources as well as emotional labour on job satisfaction and emotional exhaustion among nurses. Study was conveyed to 450 enlisted nurses (RN) working in a showing clinic in Taiwan during February 2007, of which 240 legitimate surveys were returned and examined (53.33% reaction rate). Notwithstanding elucidating measurements and connection, primary condition displaying (LISREL 8.8) was led. The discoveries showed that the recurrence of associating with troublesome patients emphatically connected with surface acting. Seen hierarchical help (POS) emphatically connected with profound acting and adversely to surface acting. The outcomes additionally showed that surface acting related adversely, and profound acting related decidedly, to work fulfillment. The recurrence of collaborations with troublesome patients related decidedly to profound depletion, and adversely to work fulfillment. Seen authoritative help related adversely to profound depletion and emphatically to work fulfillment.

**Jan Alewyn Nel, Cara S. Jonker . Tinda Rabie (2013)**<sup>90</sup> study's looked to lay out the relationship of the ability to understand individuals on a deeper level, work qualities and health inside the nursing climate. A cross-sectional overview configuration was utilized. An irregular likelihood test (N=511; females =96.70%; white =77.10%) was taken from clinics in three South African regions. Medical attendants (selected helper (20.50%), enlisted staff (12.30%), enrolled (49.30%)), unit administrators (7.60%), process chiefs (0.60%) and paramedics (0.20%) were remembered for the review. They finished the Emotional Intelligence Scale (EIS), Maslach Burnout Inventory — Human Services Survey (MBI-HSS), Utrecht Work Engagement Scale (UWES) and Work Evaluation Scale (WES). The factual examination on the factors was led by the utilization of the SPSS and AMOS programs. Spellbinding measurements and the Cronbach alpha coefficients for every factors were processed. Primary Equation Modeling (SEM) for the factors of the capacity to understand anyone

on a deeper level, work qualities and health were led. The proposed primary model shows that there are make ways between work requests and occupation assets; work requests, the capacity to understand anyone on a profound level and work health; work assets, the ability to appreciate individuals at their core and work wellbeing. The review showed an obvious sign that there is a connection between the capacity to understand individuals on a deeper level, work qualities and work health inside a nursing climate.

**Leila Karimi, Sandra G Leggat, Lisa Donohue, Gerald Farrell, Greta E Couper (2014)**<sup>13</sup> examined the Emotional Intelligence to understand nurses on a deeper level related with wellness and occupation stress among a gathering of Australian nurses. The directing job of the capacity to understand people on a deeper level was assessed as a vital consider the salvage of nurses from work pressure, in this manner expanding position maintenance. 312 Nurses participated in the study to reveal their perceived emotional labor, emotional intelligence and their levels of well-being and job-stress by using a paper and pencil survey. Results of the study with the help of structural equation modeling support the hypothesis opted for this study that both emotional labor and emotional intelligence play significant roles on nurses' well-being and perceived job-stress and Emotional intelligence also plays a moderate role in the experience of job-stress experienced by the nurses.

### Need of The Study

The rising intricacy of the medical services climate calls for expanding the capacity to understand anyone on a profound level (EI) skill in medical caretakers in order to lay out viable connections that work with positive patient results. Since medical attendants should be skilled in EI, it is essential to decide whether expert nursing programs plan graduates in ability to understand people on a profound level and whether long stretch.es of expert experience add to improvement of the capacity to understand anyone at their core<sup>14</sup>. These expertise helps the person in an assortment of individual, social, word related, open, and monetary spaces, for example, using time productively, direction, client administrations, responsibility, sympathy, show abilities, stress



resistance, trust, and correspondence to the nurses<sup>15</sup>.

Emotional Intelligence is the heart of care and is placed in the core of nursing profession. Nurses are on the forefront of patient cooperation in any facility or emergency clinic. They are clinical experts, guardians, and has generally moved up in one in all aspects of health. The capacity to understand people on a deeper level can empower a medical caretaker to construct a superior compatibility with patients, which will further develop their emergency clinic experience and assist them with feeling great really focused on. Intuiting and consciously communicating with the sensations of a patient forms trust, and helps you as the medical caretaker to go about your business all the more proficiently and with better progress<sup>16</sup>.

A clear understanding of EI and its difficulties is helpful in the practice of nursing; due to the understanding of how emotions merge with cognition. Generally, EI helps nurses to improve relationships, manage their patients more effectively, make better decisions, and positively affects the quality of care provided to patients and families. The investigator aims to assess emotional intelligence, psychosocial risk and stress on psychological health among Staff Nurses working at selected hospital among nurses. Emotional intelligence is mainly focus on people with the ability to express, evaluate, and adjust enthusiasms and emotions of themselves and others, as well as those who can properly guide and control the thought and performance. Therefore, emotional intelligence is considerate power to deal with job stressors. Also, nurses with high emotional intelligence and emotional managements are able to direct positive feelings exchanged by healthcare individuals to decrease the negative effects of job stress.

## Methodology

### Research Approach

Quantitative Research approach was used to conduct this study to identify the effect of Emotional Intelligence and Wellbeing among Staff Nurses working at selected Hospitals in Madhya Pradesh.

This study used descriptive quantitative research to collect quantifiable data from the

sample population for statistical analysis.

### Research Design

Appropriate research design selection is the most important step to decide the framework for this study. The research design helps in depicting the compete path of the scientific investigation. A Descriptive Research design was opted to conduct this study.

### Research Setting

Setting is the physical location and condition in which data collection takes place.

Investigator used hospitals of Madhya Pradesh Private hospitals who are 350 bedded.

### Population

The target population for this study was staff nurses working in the private hospitals.

### Sampling Procedure :

#### Sample

The sample for the present study consists of 402 staff nurses working in Private hospitals of Madhya Pradesh, Gwalior.

#### Sampling Technique.

The present study opted Non Probability Purposive sampling technique to identify the effect of Emotional Intelligence on Wellbeing among Staff Nurses working at selected Hospitals in Madhya Pradesh.

#### Sample Size

Total 402 subjects were selected for the present study as sample to identify the effect of Emotional Intelligence on Wellbeing among Staff Nurses working at selected Hospitals in Madhya Pradesh.

#### Sampling Criteria

##### Inclusion Criteria

- a) Staff Nurses who are present at the time of data collection.
- b) Staff Nurses who are working in Private hospital.

##### Exclusion Criteria

- a) Staff nurses who are not present at the time of data collection.
- b) Staff nurses working in government sector.

#### Variables

Independent variable: Emotional Intelligence



Dependent variables: Wellbeing

### Development and Description of Tool

To meet the formulated objectives of the study, the following standardized tools was selected after intensive literature review and then selecting **The Warwick-Edinburgh Mental Well-being Scale (WEMWBS)**

WEMWBS is 14 item scale and is quite simple to score. The total scoring is obtain by summing up the scores of 14 items in the 5 Likert Scale.

Maximum Score is 70

Minimum Score is 14

### Data Collection Procedure :

Comprehensive web-based tool was sent to the participating staff Nurses of the government hospitals through e-mail, and social media account like messenger and WhattsApp. The study tool was consisted of standardized tools The Warwick-Edinburgh Mental Well-being Scale

### Results and Findings :

**Table 1** ANOVA

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	121.188	1	121.188	309.598	.000 <sup>b</sup>
Residual	156.575	400	.391		
Total	277.763	401			

Analyzing the data entailed applying a multiple regression analysis between the Emotional Intelligence and Wellness among Staff nurses working at private hospitals, Gwalior. From the Model Summary shown in Table 2.3, it is clear that the R - squared value is 0.436; therefore about 43.6% Wellness is explained among the Staff Nurses. However, the regression analysis

(WEMWBS) and the socio-demographic profile of the study participants.

### Ethical Considerations :

1. Written permission was sorted from Ethical Committee from ITM University, Sitholi.
2. Also written permission was taken from the private hospitals to conduct the study on staff nurses.
3. Written consent was obtained from the staff nurses and opportunity was given to staff nurses to clarify any queries about the present research study.

### Plan of Data Analysis

The data analysis was done in accordance with the objectives laid down for the study. The data was analyzed by calculating the score in the terms of frequency, mean, standard deviation and inferential statistics i.e. coefficient of correlation, ANOVA and regression. The level of significance chosen was  $p < 0.05$ .

calculates the adjusted r squared value at 0.661. The overall F for the model is significant (F = 309. 598, p = 0.000) (as  $p < 0.05$ ). Therefore, significant relationship is demonstrated between Emotional Intelligence and Wellness among Staff Nurses working at Hospitals, Gwalior, MP

**Table 1.2 Summary of Regression analysis for Variable predicting Emotional Intelligence among Staff Nurses working in Hospital, Gwalior, MP.**

Model	Un standardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1(Constant)	.705	.164		4.312	.000





mean_EI	.867	.049	.661	17.595	.000
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Furthermore, from Table 1.2 showing the Beta value, it can be seen that Beta for Emotional Intelligence is 0.661, where the p value was less than 0.05. We could say that the Emotional Intelligence have significant relationship with Wellbeing among Staff Nurses working in Hospitals, Gwalior, MP. The relationship of Emotional Intelligence is direct, because of Beta value is positive. This hypothesis was confirmed by the research that H1:There is a significant relation between Emotional Intelligence with Well being among Staff Nurses.

**Conclusion:**

The present study reveals that the staff nurses with good Emotional intelligence possess wellbeing among themselves as overcoming the stressful factors they face while providing care to clients and within their work place. Study was conducted on staff nurses working in private hospitals of Gwalior, MP and results reveal the significant positive relationship between Emotional Intelligence and Wellbeing.

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