عنوان مقاله:

Relationship between Spiritual Intelligence and Job Performance: A Case Study of Nurses and Nursing Aids in the Main University Hospital of Qom, Iran

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خلاصه مقاله:

Background and Objectives: Nurses represent the largest and most important staff in the healthcare system, and healthcare organizations' effectiveness is unlikely without the appropriate performance of nurses. This study was conducted to investigate relationship between Spiritual Intelligence (SI) and job performance among nurses in the main teaching hospital in of province in ۲۰۱۶. Methods: In this cross-sectional study, nurses were selected by randomized convenience sampling. Data collection was conducted by three questionnaires: Spiritual intelligence questionnaire, Peterson job performance questionnaire and a demographic questionnaire. Data analysis was conducted by ANOVA, t-test, Pearson correlation coefficient, and Poisson regression in SPSS ۲۰. Results: A total of ۱۹۷ nurses were studied of whom ۶۸.۵% were female. The mean age of the participants was ۳۲.۵۶ ± ۶.۶۷ years. Mean score for SI and job performance was ۸۶.۷۵ ± ۱۷.۰۶ and ۳۵.۷۱ ± ۷, respectively. Poisson regression showed significant relationship between gender and job performance ($P < 0.001$). However, there was no significant difference in SI between the men and women ($P > 0.05$). Conclusion: Due to the impact of nurses' SI on their job performance, SI training courses should be incorporated into in-service training for nurses and other healthcare workers. SI leads to changes in attitudes, behaviors, and patient support among nurses. Promotion of SI can help to improve nurses' mental health status to respond to patients' needs and therefore patient safety and organizational efficiency.

کلمات کلیدی:

Job Performance, Nurses, Spiritual Intelligence, University Hospital.

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