

The Study Of The Relation Between Intellectual Intelligence And Quality Of Working Life And Occupational Maturity In Employed Nurses

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Abstract: Introduction: Recognize the spiritual patterns and adjust behavior of employees are the core of spiritual intelligence And this despite the fact that spirituality and job satisfaction on the quality of people's working lives have followed effectiveness. This study was conducted with the aim of Survey relationship between spiritual intelligence with quality of work life and job maturity in nurses who work in selected hospitals of Alborz University of Medical Sciences. Methods: In these study correlations 200 nurses in 10 hospitals Tehran University of Medical Sciences were selected using random cluster sampling. Spiritual intelligence questionnaire, quality of work life and career maturity were distributed. For data analysis SPSS/18 was used. Results: Based on the findings, the majority of participants had moderate quality of life (200-219) and the maturity of their career was at a low level (178-209). The results of Spearman correlation between spiritual intelligence and maturity of the quality of work life among nurses ($r=0.452$), showed a significant relationship. The majority of women had spiritual intelligence and spiritual intelligence score average (110-128) and in men, the majority of the lower spiritual intelligence (94-110). Conclusion: Considering that the nursing profession in the country is among the most vital, Special attention of practitioner seems very important to nurture spiritual intelligence nurses, raising the level of their maturity and creating a favorable business environment to improve the quality of working life. [Nasibe ANJIRM 2016; 7(6): 45-50]

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Introduction: Nowadays, the borderless world and global challenging environment has presented new challenges for organizations. The complexity of environments in contemporary era has made the organizations use very diverse and different ways. One of the most practical methods is to encourage employees to dedicate themselves to work.^{1,2} The organizations also seek the flourishing and progressive employees who elevate the intellectual aspect of working environment.³ In fact, spirituality at work describes the experience of employees whose job is satisfactory, meaningful and directed.⁴ One thing leading to success of organization is to pay attention to intellectual intelligence of employees based on which it could make strategic decisions in complex working environment.⁵

Intellectual intelligence is a sustainable source for organizations that could settle the controversy of order and chaos, lead to realization of the value of employees in organization and build trust between employees. Based on this, having strategic view of human resources, the contemporary organizations consider it as a valuable and intelligence asset and pay more attention to promotion of life quality and job satisfaction of employees.^{6,7}

Paying attention to the essential role of spiritual care in health and calmness of patients and their families is to benefit from professional competency in this realm for health care team especially nurses.^{8,9} By making association between job and spirituality, the nurses could consider their job not just as a profession and task but as a mission. Since hospitals deal with the life of human beings and commitment and governing culture in these centers and the level of organizational maturity is very significant,^{10,11} the quality of working life is one of the most important ways to make motivation and is a good solution in occupational design and enrichment and it originates from the attitude of employees and managers toward this motivation. The improvement of life quality of human resources requires the attempt of organizational management concerning development of supportive strategies of human resources.¹²

Quality of working life is defined as an opportunity for solving the problems that bring mutual benefits for members of organization and some consider it as method leading to increased satisfaction and efficiency of employees.¹³ Intellectual intelligence has certain effect on working life quality. The spirituality creates functions and compatibilities that make it possible to solve the problems and achieve the

objectives for individuals.¹⁴ Occupational maturity is seen as individual and organizational. Readiness, proper attitude and individual capabilities in performing tasks indicate this kind of maturity. Occupational maturity is one of the essential factors in perception of professional trend and successful decision making in future that has essential role in growth of organization.¹⁵

Occupational maturity is an essential factor in perception of the progress of occupational path and successful decision makings for future. The occupational progress programs could help increased awareness and occupational information of the individual, discovery, selection and his preparation. Thus, occupational maturity is the main factor in perception of the progress of the employees. Thus, the managers of successful organizations try to provide a good ground for occupational progress by promotion of occupational maturity of their employees.^{16,17} Since the relation between intellectual intelligence and working life quality and occupational maturity of nurses has not been considered so far; and on the other hand, as it seems that the identification of this relation could have great role in promotion of working quality and occupational maturity of nurses so presenting better care for patients based on improving the ground for emergence and promotion of intellectual intelligence of nurses in working environment, this study has been carried out with the aim of "Determining the relation between intellectual intelligence and working life quality and occupational maturity of nurses working in selected hospitals of Alborz Medical Sciences University in 2016".

Methods: This correlative descriptive study has been done with the aim of studying the relation between intellectual intelligence and working life quality of nurses working in selected hospitals of Alborz medical sciences university in 2016. The research population includes all nurses working in 10 medical education centers of Alborz Medical Sciences University. The sample was estimated 200 individuals by consideration of reliability level of 95% and test power of 80% assuming that the correlation coefficient between intellectual intelligence with any variable of working life quality and occupational maturity is $r=0.2$ so that the relation between two variables is considered statistically meaningful. The consent form was signed by all participants in the research confirms.

In this study, for data collection, cluster random sampling was used. In this study, the researcher attended in research environment in morning, evening and night working shifts and the questionnaires were completed and collected. It is noteworthy that the researcher attended in all processes to respond to probable questions of research units. Data collection instrument is a four-part questionnaire that will be completed by the researcher with samples. The first part of questionnaire is related to demographic specifications including questions on gender, age, marital status, profession and other items.

The second questionnaire includes intellectual intelligence questionnaire including 29 items prepared by Abdullah zade in 2008 and two main factors of perception and relation with the Fountainhead of Creation with 12 questions and intellectual life or reliance on the core with 17 items. The rate of intellectual intelligence is the variable. The range of scores is 29 to 145 and in girls the score is very high above 137, high 129-136, average 110-128, low 94-110 and very low below 93 and in boys, it is very high above 135, high 124-134, average 106-123, low 86-105 and very low below 85. The reliability of test in preliminary stage was 87% based on Alpha method. The final questionnaire was developed with 29 items whose reliability was 89% after implementation.¹⁸ The third questionnaire is 53-item questionnaire of working life quality constructed by Qasemzadeh in 2005. This index includes 7 main items of working life quality including human relations in working environment, occupational security, participation, respecting human dignity, balance between life and job, working commitment and financial issues. For scoring, Likert spectrum of 1-5 was used and the range of scores is 53-265 such that the score above 255 indicates very high quality of working life and the score between 244-254 is high quality working life and the score between 220-243 is average quality, score between 200 and 219 is low quality and score below 109 indicates very low quality working life. The reliability of this questionnaire in Qasemzadeh study was 0.95 using Cronbach Alpha.¹⁹ The fourth questionnaire is employees' maturity questionnaire developed in 2009 by IzadiYazdanAbadi consisting of 60 questions and 4 components of mental maturity, working maturity, mental maturity and social maturity. The validity of questionnaire was confirmed using content validity. For scoring, five-point Likert scale was used and the score range is from 60 to 300.

Score above 27 indicates very high occupational maturity; score 240-269 indicates high occupational maturity; score 210-239 indicates average occupational maturity; low occupational maturity is specified with score 178-209 and very low occupational maturity is determined with score below 175. The reliability of this questionnaire in IzadiYazdanabadi was confirmed based on Cronbach Alpha coefficient of 0.84.²⁰ For data collection, the researcher coordinated with health care centers of province through presenting the certificates issued by faculty of nursing and got their contest for study and after introducing himself, the trend of study and its objectives, he gave the questionnaires to the nurses. To ensure the precision in completing questionnaires, a determined time was given to subjects to fill questionnaire. Concerning those nurses who are present in next shifts, the questionnaires were distributed in their next attendance and then, after being completed, the questionnaires were collected at the same shift. The specification of research units includes the incline toward participating in study, having bachelor degree in nursing and higher, having minimum 6 months working experience in the centers of provinces, not being in managerial positions of nursing when filling questionnaire, full time shift in every month within last year, being fully contested to fill questionnaire and participate in study. Data analysis was done using SPSS/18. Tables were arranged using descriptive and inferential statistics.

Results: The descriptive results of study concerning the gender of subjects showed that from total 187

studied subjects, 45 subjects, i.e. 24.1% were male and 75.9% (142 subjects) were female. Other individual specification of research units is presented in table 1. Based on findings of table 2, the majority of female group has average intellectual intelligence and intellectual intelligence score (110-128); then, about 37% had very low intellectual intelligence and 1.4% had high intellectual intelligence; nobody achieved very high score in intellectual intelligence (above 137). Moreover, as could be observed from the findings of this study, in male group, most subjects had low score in intellectual intelligence (94-110) and then, about 36% obtained very low intellectual intelligence score.

In this group, the same as female group, very high score in intellectual intelligence didn't exist. Based on the results of working life quality, the majority, i.e. about 30% were at average level and achieved score of 200-219; then, 39% achieved very low score, i.e. below 109. About 2% achieved very high working life quality (above 255) (Table 3). The results of table show that the majority of people achieved the score 178-209, i.e. low occupational maturity with 33.7%. Moreover, 32.6% achieved very low occupational majority, i.e. score below 175.7 individuals achieved score above 270 meaning very high occupational majority. The results of Spearman correlation test between intellectual intelligence and quality of working life and its related components showed that in significance level of less than 0.01 (99%), there is meaningful relation between intellectual intelligence and working life quality.

Table 1: Distribution Of Demographic Research Unit

Variable		Frequency		Variable		Frequency	
		Male	Female			Male	Female
Gender		142 (75.9)	142 (24.1)	Age	20-30	17(37.8)	59(41.5)
					31-40	11(24.4)	51(35.9)
					41-50	11(24.4)	24(16.9)
					50<	6(13.3)	8(5.6)
Job Experience	1-5	18(40)	48(33.8)	education	Bachelor	24(53.3)	111(78.2)
	6-10	9(20)	29(20.4)		Master	29(20.4)	18(40)
	11-16	9(20)	29(20.4)		PhD	2(1.4)	3(6.7)
	16<	9(20)	23(16.2)				
Marital status	Single	40(88.9)	120(84.5)	Shift work	Fixed	42(22.5)	
					In orbit	145(77.5)	
	Morning	11(26.2)					
	Evening	5(11.9)					
	Night	26(61.9)					
Married	5(11.1)	22(15.5)					

Table 2: Frequency distribution and percentage of spiritual intelligence variable among there search unit

Variable	Very High	High	Medium	Low	Very Low
	N %	N %	N %	N %	N %
Female	0(0)	2(1.4)	64(45.1)	23(16.2)	53(37.3)
Male	0(0)	1(3.2)	6 (13.3)	22(48.9)	16(35.6)

Table 3: Distribution of frequency and quality of work life in the study group

Variable	Very High	High	Medium	Low	Very Low
Frequency	4	12	57	41	73
Percentage	3.1	6.4	30.5	21.9	39

Moreover, there is meaningful relation between intellectual intelligence and human resources component ($r=0.277$), participation ($r=0.154$) and commitment ($r=0.191$). Moreover, the results of Spearman correlation test between intellectual intelligence and occupational maturity and occupational maturity- related components showed that there is meaningful relation between intellectual

Discussion: One of the results of study showed that intellectual intelligence and its components are at higher level than average among nurses of selected hospitals. The variable of occupational maturity was higher than average among nurses; among its related components, just occupational maturity of nurses was less than average level. Concerning lower than average level of occupational maturity of nurses, it could be claimed that since the majority of nurses participating in this study had low experience and age; the component of occupational maturity that is related to practical autonomy, feeling of responsibility, incline toward growth in profession and professional competency among them has not appropriately grown and developed. The result of this part of study was in line with the study of Ardalane et al.²¹The nurses of selected hospitals showed high working life quality that concerning high level of intellectual intelligence and working maturity, it is logical that they have positive image of their working environment. Occupational security ($sign=0.737$) and balance ($sig=0.886$) showed lower level than average among nurses. The result of this part of study is consistent with Azarang et al. study who evaluated about 97.4% of nurses of having desired and average to high working life quality and Ardalan et al study.^{21,22}

On the other hand, various studies have shown that high working pressure in nurses leads to decreased quality of working life such that after work, nurses had

intelligence and occupational maturity of nurses ($r=0.452$) at level less than 99%. Moreover, intellectual intelligence showed meaningful relation with social maturity ($r=0.717$), mental maturity ($r=0.275$), occupational maturity ($r=0.193$) at level of 0.01; however, it didn't show meaningful relation with mental maturity ($sign=0.214$).

low energy and could not balance their working life and family life.²³Khani et al. In their study studied the working life quality of nurses in Isfahan hospitals and concluded that more than half of nurses had low energy after work and could not balance their working and family life.²⁴ The results of Khani et al. and Alaei et al. studies showed that overwork of nurses leads to decreased life quality and unbalance between their working and family life.^{24,25}The results of Hegney et al. study have shown that the most important concern of nurses is inattention of managers to their problems.²⁶ The other result of present study was the relation between intellectual intelligence and working life quality of nurses. Various studies show that intellectual intelligence has significant relation on working life quality; spirituality creates functions that enable individuals to solve their problems and achieve objectives. Adegbola studied the relation between spirituality and self-efficacy and life quality in adults suffering from disease and concluded that there is strong meaningful relation between these variables such that individuals with high intellectual believes benefit from high self-efficacy and appropriate quality of life.²⁷Raqibi et al. considered intellectual intelligence and happiness of nurses meaningful.²⁸Ardalan et al. reported meaningful relation between these two variables in their study.²¹

Having spirituality as a form of awareness could increase the psychological perception concerning spirituality to help individual in solving the issues and

achieving the objectives that are part of perceptive and rationalist. Encouraging spirituality in workplace could lead to increased creativity, honesty and trust, feeling of personal evolution, organizational commitment, occupational satisfaction, morality and work ethic, motivation, performance and high efficiency.²⁹The results of this study are in line with the results of Ardalan et al and Hosseini et al studies.^{21,30}

Conclusion: Concerning the relation between intellectual intelligence and working life quality, it seems required to make life and work meaningful for nurses in long term programs. Thus, special attention of authorities to nurturing intellectual intelligence of nurses, increasing their maturity and making desired working environment seem to be required for improved quality of working life.

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