THE RELATIONSHIP BETWEEN SPIRITUAL INTELLIGENCE AND BURNOUT IN NURSES AT JAHROM UNIVERSITY OF MEDICAL SCIENCES-2017

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ABSTRACT

Introduction: The aim of this study was to determine the relationship between job burnout and spiritual intelligence of nurses. Methods: This is a cross-sectional study that was conducted in 2017 in educational hospitals of Jahrom University of Medical Sciences. 100 nurses were selected randomly. Maslach Burnout Questionnaire (1985) has been used to measure job burnout. The questionnaire is a 22-item Likert questionnaire and its severity is from very little to very much. The formal and content validity of the instruments was examined by 5 university professors and its reliability was calculated by using Cronbach's alpha with the help of 10 nurses for emotional exhaustion, depersonalization and personal adequacy (0.94_0.93_0.91), respectively. Spiritual intelligence questionnaire Abdollahzadeh was used to investigate spiritual intelligence. The formal and content validity was obtained with the help of five professors and its reliability was obtained 0.89 by using the Ray test. Data was analyzed by using SPSS19 software. Results: By using linear regression, it was found that the whole average of spiritual intelligence could predict emotional exhaustion, depersonalization, and individual adequacy. Spiritual intelligence subgroups were able to predict emotional exhaustion, depersonalization, and individual adequacy. The average score of total spiritual intelligence can predict the emotional exhaustion, depersonalization, and individual adequacy variations. Also, sub-groups of spiritual intelligence could predict variations in emotional exhaustion, depersonalization, and individual adequacy. Conclusion: Spiritual intelligence has indirect relationship with job burnout so that people with the high spiritual intelligence have better performance and lower job burnout.

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Spiritual intelligence is defined as a set of mental capacities that deal with consciousness, coherence, and structural application of transcendental, spiritual, and immaterial aspects of person's existence, which implies consequences such as deep reflection of existence, increase in meaning, revelation Self-transcendental and dominance of spiritual attributes [10]. Spiritual intelligence also includes the highest level of growth in different cognitive, ethical, emotional and interpersonal areas, and helps the individual to coordinate with the phenomena around and achieving the internal and external integrity [11]. It also makes people more stable and by reducing their worries and anxieties they can communicate with others more deeply. Some evidence suggests that spiritual exercises increase people's awareness and insight toward multiple levels of consciousness and have a positive effect on individuals' performance [12]. Spiritual exercises increase people's awareness and insight toward multiple levels of consciousness and have a positive effect on individuals' performance. As a result, people with higher spiritual intelligence are more stable and can communicate with others more deeply by reducing their anxiety and anxiety. In this study, the relationship between spiritual intelligence and job burnout among nurses will be measured by this view that job burnout can be reduced in health care staff, especially among nurses, and a basis for eliminating the causes of burnout can be created. This study was conducted to investigate spiritual intelligence in relation to ethical performance of nurses.

Methods

This is a cross-sectional study that was conducted in 2017 in educational hospitals of Jahrom University of Medical Sciences. 100 nurses were selected randomly among all nurses who had at least 24 months of clinical work experience, had a bachelor's degree and with no known physical and psychological illness. The main instrument for collecting data was two questionnaires; which were completed by nurses in anonymous form after receiving written consent. Maslach Burnout Questionnaire (1985) has been used to measure job burnout. The questionnaire is a 22-item Likert questionnaire that has been compiled from two different dimensions from never to everyday and its severity is from very little to very much; it includes three components of emotional exhaustion, depersonalization, and inadequacy of a person. The formal and content validity of the instruments was examined by 5 university professors and its reliability was calculated by using Cronbach's alpha with the help of 10 nurses for emotional exhaustion, depersonalization and personal adequacy (0.94 _ 0.93 _ 0.91), respectively. This instrument has been used repeatedly in Iran and its validity and reliability are confirmed. The method of scoring this questionnaire follows the following 22 questions: Questions 1, 2, 3, 6, 8, 13, 14, 16 and 20 represent the subscales of emotional fatigue. Questions 5, 10, 11, 15, and 22 represent the depersonalization of the personality. Questions 4, 7, 9, 12, 17, 18, 19, and 21 also represent a subscale of individual performance. The range of the score for each question changes from (0) to (6). All the scores of questions of any scale represents the individual's score on that scale. In this questionnaire, the option between (never, low, sometimes, moderate, high, and always) represents grades 1, 2, 3, 4, and 5, and higher score acquisition also indicates more problems. The interpretation of the obtained scores is as follows:

A. In the emotional fatigue subscale, a score above 30 represents a "high emotional exhaustion", a score between 18 to 29 represents a "moderate emotional exhaustion" and a score less than 17 indicates an "emotional exhaustion".

B. In the subscale of depersonalization of the personality, a score higher than 12 indicates a "high depersonalization of the personality", a score between 6 to 11 reflects an "average depersonalization of the personality" and a score less than 6 represents a "low depersonalization of the personality".

C. In a personal performance subscale, a score higher than 40 indicates a "high individual performance", a score between 34_39 represents an "average individual performance", and a score less than 33 indicates a "low individual performance".

Spiritual intelligence questionnaire Abdollahzadeh et al. was used to investigate spiritual intelligence. The term "instrument" in Iran has been developed and validated according to the cultural characteristics of this society. The formal and content validity was obtained with the help of five university professors and its reliability was obtained 0.89 by using the Ray test. The questionnaire was carried out on 280 persons in the sample group, the reliability of this stage was 0.89. In Varimax rotation, the main factor of "understanding and communicating with the source of existence" was with 12 questions and "spiritual life or reliance on the inner core" with 17 questions. The tools of this tool have these options: completely
disagree, disagree, to some extent, agree and completely agree (1 to 5 points). Scores range is from 29 to 145. Data analysis is performed with SPSS19 software and also with one-variable and multi-variable linear regression tests and a SABEL test.

**Results**

67% were women, 66% were in the public sector and the rest were in special sectors, 46% were shift workers, 91% were shift workers, 34% were satisfied with their income, and 53% were married. The average age was (29.99 ± 6.47), work experience was (6.15 ± 6.3), working hours per week was (19.43 ± 50.19) and overtime in a month was (72.27 ± 61.34). By using linear regression, it was found that the whole average of spiritual intelligence could predict exhaustion (Sig: 0.03 and F:080), depersonalization (Sig:0/03 F:.891), and individual adequacy (Sig: 0/013 and F: 2.307). Spiritual intelligence subgroups were able to predict emotional exhaustion (Sig:0/045 and 1.05 F :), depersonalization (Sig:0/0304 and F :1.614), and individual adequacy (Sig:0/02 and F1.545).

| Table 1. Determine the effectiveness of the variables studied by linear regression test |
|----------------------------------|----------------------------------|----------------------------------|
| Relationship with the source of life | .155 | .166 | .125 |
| Relying on the inner core | .165 | .196 | .190 |
| Total Spiritual Intelligence | .365 | .496 | .390 |

**Discussion**

Spiritual intelligence and its subgroups indicated the relationship between job burnout and its subgroups, so that the increase of spiritual intelligence can reduce the effect of job burnout. According to the findings of Captary (2010), there is a meaningful relationship between spirituality and job burnout. It states that resident assistants with a higher spiritual maturity are more flexible in terms of job burnout. Abraham Razagh Sanad (2013) states that there is a meaningful relationship between the job burnout of primary school teachers in this study and the spiritual intelligence. There is a significant positive correlation between spiritual intelligence and emotional exhaustion of nurses in Shakerynia study. But with another study of Shakeynia has no relation which was performed as "moral disturbance, job burnout, and mental health of nurses," what may be due to the difference in the studied population and some individual differences [13, 14].

**Conclusion**

Spiritual intelligence has indirect relationship with job burnout so that people with the high spiritual intelligence have better performance and lower job burnout.

**References**