

**OP 11**

**Relationship between Emotional Intelligence and Job Satisfaction  
among the Nursing Officers in General Hospital, Kalutara**

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**Background:** Emotional Intelligence (EI) and Job Satisfaction (JS) are two critical elements in the Nursing profession. Therefore, proper identification of these characteristics is important to upgrade the nursing service.

**Objective:** To evaluate the relationship between EI and JS among nursing officers in General Hospital, Kalutara

**Methods:** A descriptive cross-sectional study was conducted among a sample of 205 nursing officers working in General Hospital, Kalutara selected with systematic random sampling. Demographic data were assessed using a pre-tested, self-administered questionnaire. The levels of EI and JS were evaluated using cross-culturally adapted, pre-tested, 33-item Schutte Emotional Intelligence Test and 37-item ESET Job Satisfaction questionnaire, respectively. The pre-test was conducted in the University Hospital, Kotelawala Defense University. Pearson correlation and Chi-square test were used to evaluate the relationships among variables.

**Results:** A weak positive correlation was found between the EI and JS ( $r = 0.24$ ;  $p < 0.01$ ). Three of the four dimensions in Schutte EI scale were 'good' while one dimension was 'moderate'. Two dimensions have scored as 'satisfied' while four dimensions have scored as 'moderately satisfied' out of the six dimensions in the ESET scale. There was a significant correlation between EI and monthly income ( $r = 0.152$ ;  $p = 0.043$ ). Demographic variables such as age, working experience and total duty shifts had no association with EI and JS ( $p > 0.05$ ). However, there was a strong correlation between the dimension "organizational resources" and the dimension "leadership" ( $r = 0.72$ ;  $p < 0.001$ ). Further, an association was found between one of the EI dimension "utilizing of emotions" with working experience ( $p = 0.01$ ).

**Conclusions:** A weak positive correlation was found between the EI and JS among the nursing officers in General Hospital, Kalutara. Enhancement of JS through continuous evaluation and implementation of EI developing programmes in the hospital are recommended.

**Keywords:** *Emotional intelligence, Job satisfaction, Nursing officers*