

THE RELATIONSHIP BETWEEN SPIRITUAL INTELLIGENCE AND BURNOUT IN NURSES AT JAHROM UNIVERSITY OF MEDICAL SCIENCES-2018

M. Hojat¹, M. Zeinijahromi^{2*}

¹PhD of Nursing, Research Center for Noncommunicable Diseases, Jahrom University of
Medical Sciences, Jahrom, Iran

²Msc of Critical Care Nursing, Medical Ethics Research Center, Jahrom University of Medical
Sciences, Jahrom, Iran

Published online: 24 November 2017

ABSTRACT

Introduction: Job burnout is a psychiatric syndrome that causes symptoms such as emotional exhaustion, loss of job satisfaction and dispossession of personality. Spiritual intelligence also includes a type of adaptation and problem-solving behavior that includes the highest levels of growth in different cognitive, ethical, emotional, and interpersonal areas, in order to coordinate the person with the surrounding phenomena and achieving the internal and external integrity. 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 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.

Author Correspondence, e-mail: m.zeini@jums.ac.ir

doi: <http://dx.doi.org/10.4314/jfas.v9i7s.127>



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 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).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.

Keywords: Nurses- Spiritual Intelligence - burnout

INTRODUCTION

Job burnout is a sign of a response to an acute stress between an individual and a job, and the most important factors that cause a person involve a job burnout include organizational characteristics, social perception, individual characteristics, and perception of the role (1). Also, job burnout is a delayed response to the chronic emotional and interpersonal stressors that arise in the area of work (2). One of the characteristics of job burnout is its covert and undetectable development in affected people; In other words, job burnout is like a flame of fire, which leaves nothing except ash when it is extinguished (3). Now the analysis of staff forces or job burnout is a common problem in all health care systems and is the most important problem in the 21st century, so that according to available statistics, one in seven working people will be analyzed at the end of the day. Today, much emphasis is placed on the physical and mental health of the staff of the organizations providing social services. Considering the negative effects of job burnout on individual performance, having information on the factors affecting job burnout can have a positive effect on the mental health of individuals and, consequently, service recipients. Nursing is one of the most

stressful jobs and it is very important for its relation to the life and lives of other people. Stress is a well-known and inseparable part of modern nursing, which causes many problems for nurses and patients (5). When nurses involve job burnout as part of social services, they offer poorer care that will ultimately cause harm to the organization. So organizations pay for job burnout (6). 7.4% of nurses per week due to job burnout or disability due to stress are absent, which is 80% more than other occupational groups (7). Other countries are no exception. For example, Korea is one of the countries that reported very high rates of nursing burnout, So even these figures are higher than in the United States, Germany, Britain and Canada (8). Lalaloya and colleagues in Italy focused on mental health workers, they found job burnout as a result of face-to-face contact with people and long-term employment in mental health units (9). Other studies also show that job burnout is most commonly seen in organizations such as social service centers, where staff have direct contact with people (10). In many articles, such as Aghayee Nezhad (1393) / Ghanbari (1395) / Heidari (1394) / Farsi (1393), which have addressed variables associated with job burnout, but less articles have addressed the relation between job burnout and spiritual intelligence, especially among nurses. The less a person includes job burnout, in addition to his own health and well-being, he also gets more suitable services.

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 (12). 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 (13). 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 (14). 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 official, 91% were shift workers, 16% had second jobs, 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

Table 1. Determine the effectiveness of the variables studied by linear regression testv

	emotional exhaustion	depersonalization	personal accomplishment
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 residential assistants with a higher spiritual maturity are more flexible in terms of jib 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 (15, 16).

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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How to cite this article:

Hojat M, Zeinijahromi M. The relationship between spiritual intelligence and burnout in nurses at Jahrom University of medical sciences-2018. *J. Fundam. Appl. Sci.*, 2017, 9(7S), 1419-1425.