



## The study of relationship between spiritual intelligence, resilience and spiritual well-being with occupational burnout in nurses

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### ABSTRACT

The main purpose of the study is to review the relationship between spiritual intelligence, resilience and spiritual well-being with occupational burnout among nurses in 2012. The present study is a descriptive-correlation type of study. The statistical community of the study includes the whole nurses working in Shafa Yahyaiyan Hospital, Tehran children and Tehran heart center. Among this number, 160 nurses using Cochran formula as a sample having been selected as an available sampling method in this regard. Abdollahzadeh spiritual intelligence (2008), spiritual well-being (SWBS), Conner and Davidson (CD-RIS) resilience as well as demographical features questionnaires were applied to gather the related data. After collecting the data, the related data using Pearson correlation test and regression analysis were analyzed potentially. There was found a significant positive relationship between the spiritual intelligence and two dimensions of the religious well-being and the existentialism well-being and also, there is a positive relationship between the spiritual intelligence, resilience, spiritual well-being welfare and its two dimensions of the religious well-being and the existentialism well-being with the personal function but this relationship is negative with the personality metamorphosis. Also, there is a negative relationship between the spiritual intelligence, resilience, spiritual well-being and its one of dimension of existentialism well-being with emotional tiredness.

**Key words:** spiritual intelligence, resilience, spiritual well-being, occupational burnout, nurses

### INTRODUCTION

Particular attention to the psychological status of staffs is not a new subject. In the recent decades, any attentions towards the occupational stress and studying its consequences are increasingly developing that one of its reasons is subjected to the impact of occupational stress in the appearance of mental and tensioning diseases such as hypertension and digestive (gastrointestinal) disorders as well as the occurrence of occupational stress in a vast level in the community. But it should be stated in this relation that the process of stress is an inevitable phenomenon at occupational issues. Nurses are those ones that experience the highest level of the occupational stress. The nurses' occupational stresses reduce the life quality of these people making the occurrence of physical and mental diseases in this regard [9]. The continuance of these conditions makes occupational collapse among nurses reducing their attention towards the care giving issues, absence of the job, occupational abundance [2]. The high occurrence of this issue among the nurses has made a special attention related to the effective factors on the collapse [7]. Carried out studies in this relation has shown that in an equal occupational level, people do not get depressed at an equal level; in other words, the process of collapse can be originated from many different factors such as personal, occupational and personality traits [11]. According to many researchers, the personality traits are more eminent among these

factors One of the most important issues is subjected to the evaluation of the tolerance. Due to the fact that the process of tolerance has been defined as the ability of passing problems and overcoming the worst conditions at life [10], many researchers pretend that people with high tolerance can keep their stressful and terrible situations as well as psychological health efficient having psychological adaptation and increasing their efficacy and personal satisfaction in this regard [9,12]. Other factors reducing the occupational collapse are subjected to the spiritual intelligence and spiritual well-being. Smith (2005) has shown that the spiritual intelligence is the necessity of adaptation of the life and people with high spiritual intelligence have higher tolerance against any stressful atmospheres. In other words, the spiritual intelligence is the foundation of personal beliefs influencing on his or her function in this case [1]. Alkins and Kavandish (2004) also confirmed and believed that the spiritual intelligence can make the man look at his or her problems flexible struggling for solving the problems and tolerating the life hard times more efficient. This issue is also coming true in terms of the occupational affairs and organizational responsibilities with high level of stressful stimulants considerably. For the reason, Land and Dine (2003) have tended the organizational success towards the spiritual dimensions of staffs and believed that this structure will come along with creation, trust, honesty and commitment in occupational atmosphere making people adaptive and potential in this regard. This emphasis of Land and Dine (2003) on the effectiveness of the spirituality shows that the framework of this kind of concept in an organization makes the whole consisting elements of reducing collapse in people [4]. Smith (2005) in his study uses overcoming against the stress as the most crucial element of the skills coming from the spiritual intelligence. Also, according to this researcher, these people have higher tolerance relying on the religious issues at their life clearly. One of the most crucial representing factors is related to the impact of religion on the health. This impact can influence on making the importance of the life [2] increasing the hope and optimistic issues [14], making controlling feeling and efficacy [4]. However, the most essential case is subjected to the impact that the spiritual well-being has been felt into it more overcoming the stress [5]. Through these two elements, it can easily find the importance of the role of spiritual well-being in the occupational collapse [5]. It seems that the spiritual well-being makes a satisfaction at a person that it can affect the same one's life and his or her attitudes towards the life. In fact, this attitude makes the one more tolerable and durable against the stressful environment. Because, people who having positive attitude can handle their environment easily [6] ; now, if this can be handled potentially, the occupational collapse will also be reduced in this pavement. Because, the occupational stress seems to be a vital factor for constructing occupational collapse in this regard [8]. It seems that the spiritual intelligence makes a personal satisfaction that it can affect on the same person's life environment as well [9]. Indeed, this attitude can make someone's tolerant and stable against any stressful stimulants [4]. In this study, we struggled to review some effective factors such as tolerance, spiritual well-being and spiritual intelligence with occupational collapse.

## MATERIALS AND METHODS

### Methodology:

The present study is of descriptive-correlation type of research. The statistical community of the study includes the whole nurses working in Shafa Yahyaeeyan Hospital, Tehran children and Tehran heart center. From this number, 110 nurses using Cokaran formula as a sample selected as an available sampling method and then evaluated in this pavement.

### Tool:

Abdollahzadeh spiritual intelligence questionnaire (2008), spiritual well-being (SWBS), Conner and Davidson tolerance (CD-RIS) and demographical features questionnaires were applied to gather the related data in this case. After collecting the related data, the data was analyzed by the use of Pearson correlation test and regression analysis gradually in this research.

### Spiritual intelligence questionnaire:

This test has been prepared by Abdollahzadeh *et al* (2008) and normed on students in this case. The normative group was 280 people; of these groups, 184 ones were female and 96 people male. The related questionnaire has 29 options.

### The reliability and validity of the questionnaire:

Abdollahzadeh *et al* reported the validity of the questionnaire 0.89 in the final step. The factorial analysis was applied to evaluate the reliability and the correlation of the whole questions was higher 0.3.

### Conner-Davidson Resilience Scale (CD-RIS):

This scale has been applied to measure the resilience. This questionnaire has 25 options scoring in a Likert-based scale from 0 (completely incorrect) to 5 (always correct). The reliability and validity of the test has been confirmed at domestic researches and normed by Mohammadi (2005) [13].

**Spiritual well-being scale (SWBS):**

This test has been made by Palotzin and Elison in 1982 including 20 questions and two sub-scales. The scale of responding is from a 6 degree of likerts scale ranging from completely agreed to completely disagree. Palotzin and Elison (1982) reported Cronbach coefficients of religious well-being and existentialism and the whole scale as following, respectively:

0.91, 0.91, 0.93. The reliability and validity of this test has been confirmed in domestic researches [5].

**Maslach Burnout Inventory: (MBI):**

[8] believed that the only tool measuring on every four dimensions of the occupational collapse is subjected to the questionnaire of MBI in this regard. This questionnaire has four factors as following:

- 1-Emotional tiredness
- 2-Personal function
- 3-Personality metamorphosis
- 4-Fighting

Of total 25 questions, 9 questions regarding at emotional tiredness, 8 questions as personal function, 5 questions related to personality metamorphosis, and 3 ones subjected to fighting. The distribution of these feelings is measured with scores of 0 (never) to 6 (everyday). Maslach and Jackson (1981) calculated the internal assimilation of the questionnaire using Cronbach alpha as 0.83 for the distribution and 0.84 for the intensity of the process. The reliability and validity of the test has been confirmed at domestic researches.

## RESULTS

In the present study, 110 nurses, 80 female and 30 male ranging from 22-54 year old completed the spiritual intelligence, resilience, spiritual well-being and occupational collapse questionnaires and demographical form in this case. The results showed that there is a positive relationship between the spiritual intelligence, resilience, spiritual well-being and its two dimensions with personal function but this relationship is negative with personality metamorphosis. Also, there is a negative relationship between spiritual intelligence, resilience, spiritual well-being and its one of elements (existentialism well-being) with emotional tiredness. It should be mentioned that none of predictors' variables have significant relationship with emotional fighting.

**Table 1: Pearson correlation between spiritual intelligence and resilience with dimensions of occupational collapse**

	Emotional tiredness	Personal function	Personality metamorphosis	Emotional fighting
Spiritual intelligence	-0.237	0.640	-0.404	-0.940
Resilience	-0.358	0.489	-0.305	-0.179
Spiritual well-being	-0.285	0.429	-0.276	0.036
Religious well-being	-0.170	0.441	-0.306	0.040
Existentialism well-being	-0.349	-0.345	-0.201	0.025

In addition to correlation analysis, the multi regression analysis was applied to evaluate and determine the accurate relationship and the recognition of every predictor variable's share in the representation of the criteria variable. In this analysis, the spiritual intelligence, resilience and two elements of religious well-being and existentialism well-being were put into the regression equation as predictor variable as well as three elements of occupational collapse (emotional tiredness, personal function and personality metamorphosis) as separated three-model and criteria variable. The results of this analysis have been reported in the next tables.

**Table 2: multi correlation coefficient (regression coefficient) for predicting three elements of occupational collapse**

Model	R	R <sup>2</sup>	Balanced R <sup>2</sup>	Estimation criteria error
Model 1: estimation of emotional tiredness through predicting variables	0.431	0.186	0.155	14.1
Model 2: estimation of personal function through predicting variables	0.662	0.438	0.417	11.53
Model 3: estimation of personality metamorphosis through predicting variables	0.419	0.176	0.144	7.45327

**Table 3: variance analysis of occupational collapse scores on predictor variables**

	Statistical index	Total squares	Df	Mean squares	F	Sig
Model 1	Regression	4759.249	4	1189.812	5.984	0.000
	Remained	20877.670	105	198.835		
	Total	25636.918	109			
Model 2	Regression	10895.533	4	2723.883	20.473	0.000
	Remained	13969.685	105	133.045		
	Total	24865.218	109			
Model 3	Regression	1244.493	4	311.123	5.601	0.000
	Remained	5832.882	105	55.551		
	Total	7077.375	109			

In table 2, the balanced degrees of R, R2 and R2 have been shown. In this table, the degree of R2 is very important showing the degree of model merit. The degree of this coefficient is about 0 to 1. When it closes to 1, the accuracy of the model gets high. As it shown, it is observed that this degree in the above mentioned analysis equals 0.15 for the first model indicating about 15% changes of emotional tiredness towards the dependent predictor variables. In the second model, the degree of the balanced R2 is 0.43 showing that 43% of personal function is represented by dependent predictor variables. In addition to this table in table 2, the degree of ANOVA is reported evaluating the statistical credit degree. According to the significance level as shown lower than 0.001 for every three models, now it can accept the impact of predictors' variables in the criteria variable at three models. In the third model, about 17% is subjected to the personality metamorphosis as dependent predictor variables. Since the degree of regression coefficient is significant, it can specify the degree of importance and significance of every predictor variables elements through the standardized and non-standardized regression coefficients in the determination of criteria variable separately.

**Table 4: standardized and non-standardized regression coefficients**

		Non-standardized coefficients		Standardized coefficients	T	Sig level
	Variable	B	Standard error	Beta		
Model 1	Constant	51.346	19.674		2.610	0.010
	Religious well-being	0.480	0.264	-0.262	1.816	0.072
	Existentialism well-being	-0.586	0.226	-0.328	-2.597	0.011
	Resilience	-0.298	0.142	-0.242	-2.103	0.038
	Spiritual intelligence	-0.117	0.125	-0.122	0.938	0.350
Model 2	Constant	72.205	16.093		4.487	0.000
	Religious well-being	0.091	0.216	0.050	-0.418	0.676
	Existentialism well-being	0.045	0.185	0.026	-0.244	0.807
	Resilience	0.260	0.116	0.214	2.241	0.027
	Spiritual intelligence	0.539	0.102	0.569	-5.286	0.000
Model 3	Constant	52.382	10.399		0.518	0.010
	Religious well-being	-0.059	0.140	-0.061	-0.419	0.676
	Existentialism well-being	0.074	0.119	0.079	0.623	0.534
	Resilience	-0.089	0.075	-0.138	-1.188	0.238
	Spiritual intelligence	-0.164	0.066	-0.325	2.492	0.014

Based on the above mentioned table and significance level in the first model, this variable can be predicted to determine the significance of the emotional tiredness, existentialism well-being and resilience. In the second model, the resilience and spiritual intelligence can predict the personal function significantly. Finally, in the third model, it is only the spiritual intelligence as able to predict the personality metamorphosis significantly. Also, in the first model, due to the beta coefficient, it can be stated that a change of the criteria deviation in existentialism well-being and resilience can be happened as following -0.32 and -0.24, respectively that is referred to the emotional tiredness degree. In the second model it is 0.21 and 0.56, respectively regarding to the personal function and in the third model this is -0.32 relating to the change of criteria deviation in the scores of personality metamorphosis.

## DISCUSSION AND CONCLUSION

The present study has been carried out to determine and specify the correlation data of predictor variables on the collapse variable. The results have shown that the spiritual intelligence, resilience and spiritual well-being can be the most influential factors of preventing and reducing the occupational collapse and its elements among nurses. As it shown in this study, it is observed that the correlation analysis indicates the relationship between resilience and occupational collapse. In relation to its role and impact of resilience in reducing the occupational collapse in nurses, many studies have been carried out in this regard [9]. In nursing occupation, McAllester and McKinnon (2009), Opkakson et al (2009) stated the resilience as a factor against the occupational collapse. According to their view, the

degree of resilience is very important in the function of nurses and the lack of this process may have bitter consequences mentally and biologically. According to the results of the research, the relationship between the elements of occupational collapse and the well-being can predict the emotional tiredness and power of existentialism in this regard. Because the existentialism well-being has different mental aspects relating to someone's existence. According to Ellison (1983) the existentialism well-being is a social mental element showing someone's feeling who the one is, what can he or she do? And where does he or she belong? It seems that this element has a close relation to the occupation philosophy and its nature being considered to the religious well-being due to making collapse in this regard. Indeed, when someone has a low existentialism well-being, he or she will face with worthless life [2]. Also, the feeling of meaninglessness, solitude, worthless makes people existentialism anxiety [6]. This kind of anxiety is the thing that can be the sources of the whole tiredness, insomnia disorders, irritability, vertigo and tensioning headaches. Hence, as it observed, the existentialism well-being is the main factor of occupational collapse influencing on people's ideological affairs. The results of the present study represent that generally there is a significant relationship between the spiritual intelligence and occupational collapse elements. By the use of this ability, the spiritual values get applied in an Excellency way optimizing someone's mental and physical function in this pavement [3]. Here, it can prove the value of spiritual in versus of occupational stresses. Zoher and Marshal (2000) believed that spiritual intelligence giving a deep attitude towards people can guarantee their life against any catastrophic events and terrible problems. In fact, it makes a one able to tolerate any stressful events at life finding logical approaches against these problems as well. In the other hand, the results showed that in addition to the general relationship among the occupational collapse elements and the spiritual intelligence, the same spiritual intelligence can predict the element of personality metamorphosis suitably. The reason of the process is acceptable because reviewing the whole resources in this field shows that the spiritual intelligence is coming along with the self-consciousness. In fact, the self-consciousness has an opposition and objection against the personality metamorphosis. Sin cell (2001) believes that the spiritual intelligence includes a deep self-consciousness being activated by the same one through the internal aspects and the one figure out that he or she is not alone but also have a collection of thoughts, body and spirit. Amram (2009) also point to the subject that the self-consciousness includes the awareness, accuracy and logical conscious in this regard. Therefore, it is suggested that the next studies should evolve the role of spiritual skills and resilience and occupational collapse reduction in an experimental study to be evaluated. Also, it is recommended to carry out similar studies due to different cultural issues based on the religious minority and religious groups. In this way, the spiritual values will be considered as the universal-based affairs controlling the type of the religion and the same religion of the person in this case.

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