CO-RELATIONAL STUDY BETWEEN EMOTIONAL INTELLIGENCE AND PERSONALITY AMONG NURSES

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Abstract

Co-relational Study between Emotional Intelligence and Personality among Nurses.
The main aim of this research is to study the relationship between Emotional Intelligence and Personality. 60 nurses from various hospital in Pune city were selected as a sample. They responded to the "Neo-FF I" Test for five factor inventory by Costa and McCrae (1992) and "Emotional Intelligence scale by N.S. Thingujam and Usha Ram (2000). Pearson's product moment correlation method was used to find the correlation between Emotional Intelligence and Five Factor personality among nurses. The result shows the correlation between Emotional Intelligence and Five Factors of personality as (neuroticsm=-0.380**, extraversion =.064, openness to experience= -0.10, agreeableness = .0195, conscientiousness= 0.33**). The conclusion of the study is that (i) Emotional Intelligence and extraversion is positively co-related. (ii) Emotional Intelligence and agreeableness is positively co-related. (iii) Emotional Intelligence and Conscientiousness is significant and positively co-related. (iv) Emotional Intelligence and Openness to experience is negatively co-related. And (v) Emotional Intelligence and neuroticism is significant and negatively co-related.

Key words:- Emotional Intelligence, Personality, Nursing.

Co-relational Study between Emotional Intelligence and Personality among Nurses.
Introduction
Nursing is a noble and most respected job, it encompasses autonomous and collaborative care of individuals of all ages, families, groups and communities, sick or well and in all settings. Nursing includes the promotion of health, prevention of illness, and the care of ill, disabled and dying people. Advocacy, promotion of a safe environment, research, participation in shaping health policy and in patient and health systems management, and education are also key nursing roles. But due to excessive hours of duty, continuous exposure to critical cases, and less salary are the few reasons why people are trying to avoid this profession. Being a nurse in hospitals expects good temperament, devotion, social awareness and respect to all patients. Hence here, it will be more interesting to study how the nurses in well-known hospitals will perform on personality and Emotional intelligence measurement.

According to Noble prize winner Heckman (2003) non cognitive skills plays an important role in success than intellectual ability. These non- cognitive skills are known as Personality traits. Personality is the key of success in today's competitive world. Personality of an individual helps him to survive not only in professional world but also in life. Persons trait, his beliefs and work style helps him or her to create and impression on colleagues. Careful planning, rationality and creativity are the ingredients required at every facet of life in order to achieve success in life. Many people fail because of not taking any actions at a right place, right time with the right person. Here his/ her personal traits are not found to be effective, here an individual needs more than just a trait it's discrete part of personality known as Emotional Intelligence. Neck to neck competition, excessive work load, and less growth leads the person towards frustration and it always get in to anger, the negative emotion which spoils all the relations. Hence in the uncertainty in today's world is one of the cause of anger and its consequences, if the person has good knowledge of his/ her own emotions and how to manage the emotions will get success in his/her life.

Personality

The "Big Five" factors of personality and five broad domains or dimensions of personality. They represent the core description of human personality. The Big Five traits are also referred to as the "Five Factor Model" or FFM (Costa and McCrae, 1992). The five factor model of personality is a hierarchical organizational of personality traits in terms of five basic dimensions or domains: Neuroticism, Extraversion, Openness to experience, Agreeableness and conscientiousness, (NEOAC). Each domain is defined by six sub domains or facets.

Neuroticism: Neuroticism refers to emotional instability or stability. Its facets are as follows: Anxiety, Angry Hostility, Depression, Self-Consciousness, Impulsiveness and vulnerability.

Extraversion: Extraversion is a term first used by Carl Jung (1933), who believed that all people could be divided into two personality types: Extraverts and introverts. Extraverts are outgoing and sociable, whereas introverts are more solitary and dislike being the center of attention. Its facets are: Warmth, Gregariousness, Assertiveness, Activity, Excitement Seeking and Positive Emotions.

Openness to Experience: Openness means a person's willingness to try new things and be open to new experiences. Its six facets are: Fantasy, Aesthetics, Feelings, Actions, Ideas, and values.

Agreeableness: Agreeableness refers to the basic emotional style of a person. Its six facets are: Trust, Straightforwardness, Altruism, Compliance, Modesty, and tender-mindedness.

Conscientiousness: Conscientiousness refers to a person's organization and motivation. It includes following six facets: Competence, Order, Dutifulness, Self- discipline and Deliberation. (Morgen et. al. 2005).

Emotional Intelligence

The first use of the term "Emotional Intelligence" is usually attributed to Wayne Payne's (1985) doctoral thesis on 'A Study Of Emotion,' However, prior to this, the term "emotional intelligence" had appeared in Leuner (1966).Greenspan (1989) also put forward and EI model, followed by Salovey and Mayer (1990), and Goleman (1995). The distinction between trait emotional intelligence and ability emotional intelligence was introduced in 2000. The definitions are so varied, and the field is growing so rapidly, that researchers are constantly amending even their own definitions of the construct.

Emotional Intelligence can be explained through models given by researchers (Mayer and Salovey,1997 Goleman, 1995) The ability based model views emotions as useful sources of information that help one to make sense of and navigate the social environment. The model proposes that individuals vary in their ability to process information of an emotional nature and in their ability to relate emotional processing to a wider cognition. This ability is seen to manifest itself in certain adaptive behaviors. The model claims that EI includes 4 types of abilities.

1. Perceiving Emotions – the ability to detect and decipher emotions in faces, pictures, voices, and cultural artifacts – including the ability to identify one's own emotions. Perceiving emotions represents a basic aspect of emotional intelligence, as it makes all other processing of emotional information possible.
2. Using Emotions – the ability to harness emotions to facilitate various cognitive activities, such as thinking and problem solving. The emotionally intelligent person can capitalize fully upon his or her changing moods in order to best fit the task at hand.
3. Understanding emotions – the ability to comprehend emotion language and to appreciate complicated relations among emotions. For example, understanding emotions encompasses the ability to be sensitive to slight variations between emotions, and the ability to recognize and describe how emotions evolve over time.
4. Managing emotions – the ability to regulate emotions in both ourselves and in others. Therefore, the emotionally intelligent can harness emotions, even negative ones, and manage them to achieve intended goals.

Nursing

Nursing, as an integral part of the health care system, encompasses the promotion of health, prevention of illness, and care of physically ill, mentally ill, and disabled people of all ages, in all health care and other community settings. Within this broad spectrum of health care, the phenomena of particular concern to nurses are individual, family, and group "responses to actual or potential health problems" (ANA, 1980, P.9). These human responses range broadly from health restoring reactions to an individual episode of illness to the development of policy in promoting the long-term health of a population.

The unique function of nurses in caring for individuals, sick or well, is to assess their responses to their health status and to assist them in the performance of those activities contributing to health or recovery or to dignified death that they would perform unaided if they had the necessary strength, will, or knowledge and to do this in such a way as to help them gain full of partial independence as rapidly as possible (Henderson, 1977, p.4). Within the total health care environment, nurses share with other health professionals and those in other sectors of public service the functions of planning, implementation, and evaluation to ensure the adequacy of the health system for promoting health, preventing illness, and caring for ill and disabled people.

The concept of emotional intelligence has grown in popularity among nurses over the last two decades, generating interest both at a social and a professional level (Dawn Freshwater and Theodore Stickley, 2004). Thus, care cannot be confined to the physical aliment but also the psychological and spiritual needs. Hence, the role of Emotional Intelligence in the nursing profession should be viewed in two dimensions:

1) The Nurse's perception and understanding of the patient's emotions, and
2) The Nurse's utilization of these perceptions to achieve the goal of managing complex situations towards quality patient care.

Nurses should develop skills to assess patient's responses to the illness. This requires active self-introspection of the events, assessment of the events, psychological understanding of the patients and above all a genuine concern for the ill. The perception cannot be universal in the sense that every patient differs and has different attitudes on various issues of life and has varied levels of understanding and withstanding capabilities.

Statement of the Problem

Co-relation between Emotional Intelligence and Personality among Nurses.

Objective of the Study

To study the relationship between Emotional Intelligence and Personality among nurses.

Review of Literature

Athota, O'Conor and Jackson (2009) were studied the potential role of Emotional Intelligence in moral reasoning, on 131 graduate students. They found that, Emotional intelligence was a significant predictor of four big five personality dimensions, which are Extroversion, Openness to Experience, Neuroticism and Agreeableness.

According to Andi, H.K.(2012) there are strong relationship between EI and Big Five factors of personality. Conscientiousness and Agreeableness strongly correlates with EI, followed by Extraversion, Openness and Neuroticism. And they found that, the Extraversion, Openness, Agreeableness and Conscientiousness significantly related to Total EI and the other ten dimensions of the EI. Neuroticism was the only Big Five personality dimensions that do not reach significance level to EI.

Othman, A.K., Daud, N.M. ,and Kassim, R. S. (2011) investigate the role of Neuroticism in moderating the relationship between Emotional Intelligence and service providers' job performance. And they found thatNeuroticism is a significant moderator in the relationships between EI factors and peer's as well as supervisor's evaluations of job performance.

According to Petrides (2010) a stronger relationship was reported between emotional intelligence and big five personality.

Bracket and Mayer (2003) found that a high significant correlation between emotional intelligence and Neuroticism, Extraversion, Agreeableness and Conscientiousness, but it has been moderately related with Openness to experience.

Sala (2002) found that emotional intelligence has significantly correlated with Extraversion, Openness to experience, and Conscientiousness. Mayleen, et al., (2009) has found a powerful correlation between extraversion personality and emotional intelligence with the research conducted using 529 respondents.

According to Petrides, et al., (2010) neuroticism was the strongest correlated dimension with emotional intelligence followed by Extraversion, Conscientiousness, Agreeableness and Openness. This result is in line with those of several studies.

Shulman &Hemeenover (2006) found that emotional intelligence has a positive relationship with the Extraversion and Openness domain of personality.

Athota, et al., (2009) indicated that emotional intelligence significantly predicts Big Five personality traits of Extraversion, Openness, Agreeableness and Neuroticism.

Methodology
Hypotheses:
1. There will be positive correlation between emotional intelligence and extraversion.
2. There will be positive correlation between emotional intelligence and agreeableness.
3. There will be positive correlation between emotional intelligence and conscientiousness.
4. There will be positive correlation between emotional intelligence and openness to experience.
5. There will be negative correlation between emotional intelligence and neuroticism.

Sample
The sample in the present study was selected randomly. 60 nurses from Government and public hospitals with minimum 3 year experience. All the nurses included in the sample had accomplished their B.Sc. Nursing Degree. The Age Limit of the sample was 25 to 40.

Tools
Emotional Intelligence Scale by N.S.Thingujam and Usha Ram(2000)
The test used in assessing sample in the present study was the Indian adaptation by N. S. Thingujam and Usha Ram, (2000) of the emotional intelligence scale by Schutte having 33 items. The test is reliable enough having an alpha co-efficient of .89 and split-half reliability of .89 (S-B correction) with no item modification.

Five Factor Inventory by McCrae and Costa (1992
The inventory consists of 60 items measuring 5 factors. Each factor has 12 items in the inventory. The five factors of personality are Neuroticism, Extraversion, Openness to experience, Conscientiousness and Agreeableness. The Neo- Five factor inventory is an abbreviated 60- item version of the 240- item NEO-PI-R. Test retest reliability of NEO-FFI factors is as follows, N=.79, E=.79, O=.80, A=.75 and C=.83. The inventory has Cronbach coefficient alpha value 0.80 to 0.91. Validity of NEO-FFI is obtained by comparing the scores on MMPI (a personality inventory used in mental health). The compulsive scale is correlated with NEO-FFI facet, Anxiety at 0.07, the Avoidant scale is correlated with NEO-FFI facet of self-consciousness at 0.58 and the schizoid scale is correlated with NEO-FFI facet Gregariousness at 0.66.

Results:
(Table No. 1, shows the correlation between Personality and emotional intelligence. N= 60)

Variables	N	E	O	A	C	EI
N	1	-.087	-.056	-.362*	-.110	-.380**
E		1	-.246	.012	.110	.064
O			1	.003	.098	-.010
A				1	.274	.195

C						1	.33**
EI							1
* significant at the 0.05 level, ** significant at the 0.01 level.							

The table shows Neuroticism and Emotional Intelligence has a correlation of -0.380** which is significant at 0.01 level. Hence the hypothesis, that there will be negative co-relation between Emotional Intelligence and Neuroticism is *accepted*.

The correlation between Emotional Intelligence and Extraversion is 0.064 which shows very low positive co-relation. Hence the hypothesis, that there will be positive co-relation between Emotional Intelligence and Extraversion is *accepted*.

The correlation between Emotional Intelligence and Openness to experience -0.010 is negatively co-related. Hence the hypothesis, that there will be positive co-relation between Emotional Intelligence and Openness to experience is *rejected.*

The correlation between Emotional Intelligence and Agreeableness is 0.195 which shows positive co-relation. Hence the hypothesis, that there will be positive relationship between Emotional Intelligence and Agreeableness is *accepted.*

The correlation between Emotional Intelligence and Conscientiousness is 0.33** which is significantly positively correlated at 0.01 level. Hence the hypothesis, that there will be positive relationship between Emotional Intelligence and Agreeableness is *accepted.*

Conclusions:
1. Emotional Intelligence and extraversion shows very low positive co-relation.
2. Emotional Intelligence and agreeableness is positively co-related
3. Emotional Intelligence and Conscientiousness is significantly positively co-related.
4. Emotional Intelligence and Openness to experience shows low negative co-relation.
5. Emotional Intelligence and Neuroticism is significantly negatively co-related.

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