



# The Relationship of Spiritual Intelligence with Mental Health and Organizational Commitment among Nurses in Mashhad Hospitals

Gholamhossein EntesarFoumany\* and Mehrandokht Danshdost

Department of Psychology, Islamic Azad University, Branch of Zanjan, Zanjan, Iran

\* Corresponding author's Email: ghfoumany@yahoo.com

**ABSTRACT:** With regard to the importance of the relationship of spiritual intelligence with mental health and organizational commitment, the present study was to evaluate the relationship of spiritual intelligence with mental health and organizational commitment of nurses in hospitals of Mashhad. Statistical population of this research was all working nurses in Mashhad hospitals in 1391 that they were 6822 persons. The number of 372 nurses were selected. The sample size was determined by using the method of stratified cluster random sampling. This is a descriptive - correlational research. The King' spiritual intelligence questionnaire, GHQ mental health and Mowday, Steers and Porter' organizational commitment, were used for data collection. We used R, T and F tests for data analysis and these findings indicate that: There is a positive relationship between spiritual intelligence and mental health, spiritual intelligence and organizational commitment, mental health and organizational commitment in nurses. Men's mental health is more than the women. Organizational commitment in women is less than men. There is no difference in Organizational commitment among nurses with respect to the location of the attendance (type of hospitals: public, private, charity, Islamic Azad University, the army, the revolutionary guards and Aстане Quds Razavi). The researcher concluded; there is a relationship between organizational commitment with spiritual intelligence and organizational commitment with mental health.

**Key words:** Organizational Commitment, Spiritual Intelligence, Mental Health, Nurse.

Received 25 Dec. 2013  
Accepted 05 Feb. 2014

ORIGINAL ARTICLE

## INTRODUCTION

Health services to fulfill their goals require the caring, endeavored and committed nurses. Nurses have a close contact with the people, they have responsibility for health and life preservation of humans and they are facing with disease and patients. Therefore, the continuous physical and psychological pressure suffered could be severe which may cause dissatisfaction and turn over, that is a sign of lack of commitment (Aghayar and Sharifi daramadi, 2007).

Man for success in life requires a high mental health. If anyone has a positive feeling towards themselves, towards others will also feel the positive, that the result is a pleasure and satisfaction in life. A person with mental health could be faced with problems and it is able to adapt with an environment by acquisition of individuality, at the same time. Kaplan and Sadok (2008) viewed mental health is Sense of satisfaction, healthier mental and social adaptation with accepted principles of community. Development of the Psychology science in the one hand and the dynamic and complex nature of modern societies on the other hand, cause human spiritual requirements are more important than human desires and physical needs. Usually people who have high spiritual intelligence, are independent, responsible and involved in activities with their confidence and interest. Spiritual intelligence is the ability to know and experience that allows individuals to achieve more

understanding, knowledge and provides background to achieve perfection and progress in life.

Price (2008) believes that spiritual intelligence is related to operating and maintaining of innovation and commitment. Vaughan (2002) believes that spiritual intelligence help individuals to recognize at the time of the specified what are the most suitable. Spiritual intelligence could be strengthening with different attention exercises, changes in emotions and reinforcement of ethical behaviors.

Organization's commitment is considered an emotional dependency to the organization. Based on this method, a person who is highly committed, take the identity of the organization, there is participation in the organization and it enjoys the membership (RahnamayeRodpooshti and Mohammadzadeh, 2008). Porter et al. (1974) viewed the commitment of the organization is acceptance of the values of the organization and involvement in the organization that they know the measurement criteria of it as motivation, willingness to continue working and to accept the value of the organization. Chatman and Orayli reported by RahnamayeRodpooshti and Mohammadzadeh (2008), definition organization's commitment is affective support and unity with the goals and values of an organization, for the organization itself and stay away from instrumental values of it (A means to achieve other goals).

Askari (2010) showed that there is a positive relationship between emotional intelligence and the following components of the effectiveness (organizational commitment, productivity and efficiency, job satisfaction, the morale of staff and leadership). Also, there is a positive relationship between emotional intelligence and leadership effectiveness, spiritual intelligence and leadership effectiveness, spiritual intelligence and emotional intelligence. Skaki (2004) showed that the organization's commitment and triple dimension of it has a significant relationship with job satisfaction, organizational participation and organizational justice. Taheri (2009) concluded that there is a positive relationship between job satisfaction and organizational commitment. Zolghadrnasab (2005) showed that there is significant relationship between organizational health and organizational commitment. Also there is a significant difference between the organizational commitment in male and female teachers. Sayyad Talaee (2009) concluded that sports morality has the most relationship with the centrality of faith in God, inner peace, spiritual and religious beliefs and activities, patience and tolerance (spiritual intelligence). Ezzati reported by Askari (2010) showed that seeking to avoid and escape -avoid coping strategies had no effect on the spiritual intelligence in the depressed people group. Moalemi reported by Nikbakht ASL (2010) concluded there is positive the correlation between spiritual intelligence and mental health. Between spiritual intelligence with

dysfunctional thoughts exists negative relationship and there is a negative relationship between dysfunctional thoughts with mental health and spiritual intelligence.

Nikbakht ASL (2010) concluded from personality traits, Responsibility and extraversion were positively related with spiritual intelligence and neuroticism was negative related to spiritual intelligence. Bahramimashaof (1994) showed there is a relationship between worship and reluctance toward neurosis. Jamali (2003) concluded that there is a positive correlation between religious attitude and mental health .The main goal of this research was to investigate the relationship of spiritual intelligence with mental health and organizational commitment in Mashhad hospital nurses.

**MATERIALS AND METHODS**

Research method is descriptive based on the correlation. Statistical population of these researches nurses in public hospitals, private hospitals, charity, social security, Islamic Azad University, the army, the revolutionary guards and Astane Quds Razavi .This population is 6822 persons. (5397 women, 1425 men). The sample size was 372 people by using the formula and table of krejcie and Morgan Which were selected by using stratified cluster sampling .For data collection ,the King' spiritual intelligence questionnaire (2008), GHQ mental health and Mowday, Steers and Porter' organizational commitment (1999) was used. Test of the R, T and F were used for data analysis.

**RESULTS**

**Table 1.** The relationship of spiritual intelligence with mental health and organizational commitment.

Hypothesis	The Relationship		Pearson correlation coefficient	
			Value	sig
Number1	Spiritual intelligence	Mental health	0.168	<b>P&lt;.05</b>
	Spiritual intelligence	Organizational commitment	0.208	<b>P&lt;.01</b>
Number 2	Mental health	Organizational commitment	0.379	<b>P&lt;.01</b>

**Table 2.** Results of T-test to compare the means of spiritual intelligence, mental health and organizational commitment of male and female nurses.

Hypothesis	The Relationship		Gender	Number	Mean	Standard deviation	T	sig
<b>Number3</b>	Spiritual intelligence	Gender	Female	282	50,52	9,72	0,41	p>.05
			male	90	51,02	11,12		
	Mental health	Gender	Female	282	24,90	8,87	4,51	P<.01
			male	90	20,08	8,67		
	Organizational commitment	Gender	Female	282	27,30	6,87	2,55	P<.01
			male	90	29,41	6,76		

**Table 3.** Results of ANOVA to compare the means of spiritual intelligence, mental health and organizational commitment in nurses' based on employment record

Work experience	Less than 6 years	6-10 years	11-15 years	16-20 years	More than 20 years	F	sig
Spiritual intelligence	104	89	72	80	28	0,72	p>.05
Mental health						1,49	p>.05
Organizational commitment						4,15	P<.01

**Table 4.** Results of ANOVA to compare the means of spiritual intelligence, mental health and organizational commitment in nurses' based on the type of hospital in location of attendance

Type of hospital	Public	Private	Islamic Azad University	Charity	Social security	The army, the revolutionary guards and Astane Quds Razavi	F	sig
Spiritual intelligence	216	19	10	32	21	74	0,83	p>.05
Mental health							1,05	p>.05
Organizational commitment							1,69	p>.05

According to the results of table (1), there is a positive relationship between spiritual intelligence with mental health, spiritual intelligence with organizational commitment and mental health with organizational commitment. It means that, with the increase of one the other is also increased. According to the results of table (2), there is no difference between male and female nurses' spiritual intelligence. According to the results of table (4) there is no difference between the spiritual intelligence, mental health and organization commitment in nurses with regarding the kind of public hospitals, private hospitals, charity, social security, Islamic Azad University, the army, the revolutionary guards and Astane Quds Razavi.

## DISCUSSION

There is a positive relationship between spiritual intelligence with mental health nurses. This finding is in agreement with research results reported by Smith et al. (2003), Steward and Hanic (1998), Idler (1987), Ball et al. (2003) and Jamali (2002).

Also there is a positive relationship between spiritual intelligence and organizational commitment in nurses. This finding is in agreement with research results reported by Askari (2010). The significance of this hypothesis, confirmed this point that spiritual intelligence represents a collection of abilities and capacities and spiritual resources, which use of it increases adaptability in performing and, as a result, increasing organizational commitment in nurses. Also there is a positive relationship between mental health and organizational commitment in nurses. This finding is in agreement with research results reported by Smith et al. (2003) and Zolghadr Nasab (2005). Efficiency of human resources are committed, has always been based on economic calculations are not predictive. Numerous other factors contributing in this regard that arose from the superior needs of man

intelligence. But there are differences between mental health and organizational commitment, in male and female nurses. According to the results of table (3) there is no difference between the spiritual intelligence and mental health of nurses with their employment record. But there is a difference in organizational commitment of nurses with their employment record.

in the social dimension, mutual respect, empathy are self-discovery.

A significant positive relationship between mental health in nurses and their commitment, indicates the positive influence of a person's mental in adaptability with high difficulties in work environment of nurses.

The lack of significant difference between nurses' spiritual intelligence represent this issue that mental construction of persons has shaped before starting to work and it is not affected by gender. With respect to the mean values, it seems that men's mental health is more than the women. This finding is in agreement with the results reported by Bahramimashoof (1994) and Jamali (2003).

This significant issue, represents the high physical strength of male nurses in the hard works and further shifts. On the one hand male nurses in dealing with those problems, including confront with family of patient are less vulnerable, that is points out the more mental health of them and female nurses due to having the responsibility, concerns of working at home and children's can have less mental health.

There is a difference between male and female nurses' organizational commitment. With respect to the mean values, organizational commitment seems to be in women lower than men. This finding is in agreement with the results reported by Zolghadr Nasab (2005), and in contrast to the result of Taheri (2009). Due to the significant relationship it is clear that for various reasons, including The majority of households headed by men, Higher strength in men

And require fewer men at home, And do more chores and children By women, Organizational commitment was significantly higher in male nurses.

No significant difference between nurses' spiritual intelligence indicates that the underlying mental before the start time has been shaped and influenced. According to the nurses' spiritual intelligence during the working years has been a failure, it is clear that mental health nurses' spiritual intelligence due to their years of hard work, working conditions and environmental issues are not affected. But the commitment of nurses with high employment and low employment are different. The results obtained with the Taheri (2009) are consistent.

This significant difference indicates that factors such as further professional experience, the less presence of experienced nurses in hard shift work such as night and holiday shifts, and their more work experience, leading up to that most of them working in managerial posts such as matron, supervisors and higher positions. That, as a result, there is more organizational commitment in nurses with high employment records than nurses with low employment records.

There is no difference between nurses' spiritual intelligence in public hospitals, private hospitals, charity, social security, Islamic Azad University, the army, the revolutionary guards and Astane Quds Razavi. The work planning as a shift work, working with a variety of patients, salary and work hardness is equal in all public and private hospitals, which this issue leads to a lack of difference in this hypothesis.

## REFERENCES

- Aghayar, S. & Sharifi daramadi, P. (2007). Organizational Emotional Intelligence. Sepahan Publications.
- Askari, F. (2010). The relationship between spiritual intelligence and emotional intelligence in effective leadership role. MA Thesis, Unpublished, University of Sistan and Baluchestan.
- Bahramimashoof, A. (1994). Examine the relationship between prayer and mental health in students of Hamedan Teachers' Training Center. MA Thesis, Unpublished, Teacher Training College.
- Ball, J., Armistead, L., & Austin, B. J. (2003). The relationship between religiosity and adjustment among African American, female urban adolescents *Journal Adolescence*, and 26(4):431-446.
- Idler, E.H. (1987). Religious Involvement and the Health of the Elderly: Some Hypotheses and an Initial Test. *Social Forces*, 66 (1): 226-238.
- Jamali, F. (2003). The relationship between religious attitudes, sense of meaning in life and mental health of university students in Tehran. MA Thesis, Unpublished, Alzahra University.
- Kaplan & Sadok. (2008). Summary of Psychiatry, Behavioral Sciences and Clinical Psychiatry .Translated by F. Rezaei, Arjmand publication.
- Nikbakht ASL, M. (2010). Examine the relationship between personality traits and spiritual intelligence. MA Thesis, Unpublished, University of Sistan and Baluchestan.
- Porter, L.W., Lawler, E.E. & Hackman, L.R. (1974). Behavior in organizations. New York: McGraw-Hill.
- Price ARRC, B. (2008). The intelligent Workforce, *Nursing Management*, 15 (5): 28-34.
- RahnamayeRodpooshti, F. & Mohammadzadeh, N. (2008). Belonging and commitment and competitiveness .*Industrial Management*.
- Sayyad Talaei, A. (2009). Relationship between intelligence and intellectual elite athletes with sports ethics handball, water polo .Basketball and Karate clubs in Isfahan, MA Thesis, Unpublished, University of Isfahan.
- Skaki, S. (2004). Social Factors that influence organizational commitment and Telecommunications and Post Office employees Ardabil. MA Thesis, Unpublished, University of Tabriz.
- Smith, B.T., McCullough, E.M. & Pool, J. (2003). Religiousness and depression: Evidence for a main effect and the moderating influence of stressful life events. *Psychol Bull*, 129(4): 614-636.
- Steward, R. & Hanik, J. (1998). Does spirituality influence academic achievement and psychological adjustment of African urban adolescents? *Counseling and Values*, 43: 48-54.
- Taheri, I. (2009). The relationship between job satisfaction and organizational commitment in the physical education teacher education in the province of Ilam. MA Thesis, Unpublished, Payam Noor University of Tehran.
- Vaughan, F. (2002). What is Spiritual Intelligence? *Journal of Humanistic Psychology*. Vol.42, Issue 2, 16-33
- Zolghadrnasab, M. (2005). The relationship between organizational health and organizational commitment of teachers in elementary schools in Hamadan 83-82. MA Thesis, Unpublished, Teacher Training College.