

Organizational Commitment and Emotional Intelligence in Nursing Staff: A Co-Relational Study

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1. Introduction

Efficient manpower is the main advantages for any organization. So proficient and loyal staff moving toward organizational values and objectives, with a strong motivation and committed to maintaining the organization's membership is vital for any organization need employees who work beyond their regular repetitive task and activities.

2. Methodology

- **Study Approach-** In this study quantitative approach was used.
- **Research Design-** Descriptive (co-relational) study
- **Setting:** -The study was conducted in Bombay hospital, Indore.
- **Population:** - The population for this study was staff nurses working in selected NABH hospital.
- **Sampling Technique:** - Convenient sampling technique was used to select samples.
- **Sample:** -Staff nurses
- **Sample size:** - The sample size for the study was 120.
- **Variables:**-Two types of variables were used in this study
- **Research variable:** Organizational commitment and emotional intelligence

Inclusion criteria

Staff nurses who were

- Age above 25 year.
- Working in NABH hospital.
- Having minimum 2 year working experience.
- Diploma holder, graduate or post graduate in nursing.
- Willing to participate in the study

Exclusion criteria

- Staff nurses who were not available at the time of data collection.
- Staff nurses who were not registered in state nursing council.

3. Result

Weak positive correlation was found between Organizational Commitment and 4 components of emotional intelligence i.e. Self -regulation, self -awareness, motivation, empathy, which is not statistically significant at level 0.05 so the null hypothesis is retained that is there is no linear

relationship of organizational commitment with above mentioned components of emotional intelligence. The correlation between organizational commitment with social skills was found to be significant at level of 0.05 null hypothesis is rejected and alternative hypothesis is accepted

4. Discussion

Properly managed emotions in implementing jobs may capability of employees to manage work induced stress which may lead to positive attitude and other positive outcomes like job satisfaction , higher organizational commitments, reduced turnover intentions and lesser emotional labor and burnout at workplace.