



Examining the Status of Work Adjustment and Resilience and Their Relationship with Moral and Emotional Intelligence: Evidence from Nurses' Perspectives

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Abstract

Introduction: Work adjustment and resilience are two crucial components for providing quality services to nurses, which are influenced by various factors. This study aimed to examine the status of work adjustment and resilience and their relationship with moral intelligence and emotional intelligence among nurses working in educational treatment hospitals of Jiroft University of Medical Sciences in Iran.

Methods: This cross-sectional descriptive-analytical study was conducted in 2024 at teaching hospitals affiliated with Jiroft University of Medical Sciences. Using the stratified sampling method and determining the appropriate sample size, 385 nurses were selected for the study. Data were collected using established instruments, specifically the Bradberry-Greaves questionnaire for emotional intelligence, the Kiel and Lenik questionnaire for moral intelligence, the Conker-Davidson questionnaire for resilience, and the Dawis and Lofquist questionnaire for work adjustment. Data were analyzed using t-test, ANOVA, Pearson correlation coefficient, and multiple linear regression using SPSS software version 23.

Results: The mean scores of the nurses' emotional intelligence, moral intelligence, resilience, and work adjustment were 88.54 ± 8.31 (out of 168), 75.67 ± 8.24 (out of 100), 67.28 ± 6.57 (out of 125) and 98.75 ± 8.25 (out of 175), respectively. A statistically significant positive correlation was observed between work adjustment and emotional intelligence ($P < 0.001$, $r = 0.685$) and moral intelligence ($P = 0.002$, $r = 0.562$), as well as between resilience and emotional intelligence ($P < 0.001$, $r = 0.632$) and moral intelligence ($P = 0.003$, $r = 0.449$). According to the results of multiple linear regression, components of emotional intelligence and moral intelligence, including self-awareness, self-management, accountability, compassion, forgiveness, social awareness, honesty, and relationship management, were identified as predictors of work adjustment and resilience among nurses ($P < 0.05$).

Conclusion: This study highlights the significant relationships between work adjustment and resilience with emotional and moral intelligence among nurses. The findings indicate that specific components of emotional intelligence, such as self-awareness and relationship management, along with aspects of moral intelligence, including accountability and compassion, serve as important predictors of work adjustment and resilience. Therefore, nursing planners and managers need to incorporate training in these areas into continuing education programs, as this could enhance nurses' capabilities and ultimately improve the quality of patient care.

Keywords: Work Adjustment, Resilience, Emotional Intelligence, Moral Intelligence, Nurse

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Introduction

Work adjustment enhances workplace harmony, boosts productivity, strengthens employee attachment, improves work quality, and promotes individual

health and organizational performance (1). This adjustment is at its best when individuals align their work needs with their skills (1). Among various professions, nursing requires a high level of work adjustment to maintain the quality of

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Authors' Contribution

ARY designed the study and prepared the initial draft. ARY contributed to data collection and data analysis. NAN, AB, FRD, and JB supervised the study and finalized the article. All authors have read and approved the manuscript.

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Availability of Data and Materials

All the data is presented as a part of tables or figures. Additional data can be requested from the corresponding author.

Ethics Approval and Consent to Participate

This study is approved by the Jiroft University of Medical Sciences Ethics Committee with the code of IR.JMU.REC.1402.032. All the methods were carried out following relevant guidelines and regulations. Meanwhile, informed consent was obtained from all the study participants.

Conflict of Interest

There are no conflicts of interest.

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