

Relationship Between Emotional Intelligence and Achievement Motive with Locus of Control among Female Nurses in North Part of Khuzestan in 2009

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Abstract: The aim of this study was review on Relationship between emotional intelligence with locus of control and achievement motive among female nurses in north part of Khuzestan. Statistical community of this study consisted of whole nurses in north of Khuzestan (Shoosh, Dezful and Andimeshk provinces) in 2009 and among them 200 peoples were selected as sample of study by multi stages branch random method. Tool of study was Rater Locus of control quotient, self-description-achievement motive quotient by gazelle and emotional intelligence by Barron and all of them had accepted validity and stability. Method of this study was field and descriptive kind by correlation type. After filling questionnaires by quotient factors and gathering, data were analyzed by SPSS program and quotient of correlation coefficient by Pierson and multi variable regression by Enter and Stepwise method. Meaningfulness level in this study is $\alpha=0.05$. This study showed that there is meaningful relationship between emotional intelligence and locus of control and its hypothesis is confirmed, also there is meaningful relationship between Locus of control and emotional intelligence. But there is not meaningful relationship between achievement motive and emotional intelligence and its hypothesis is rejected.

Key words: Emotional intelligence • Locus of control • Achievement motive • Female nurses

INTRODUCTION

Emotional intelligence means having those skills by them we can find who are ourselves and what kind of thoughts, emotions, feeling and cohesion those we have. We refer emotional intelligence to those skills that have used for reevaluation and leading thoughts till causes substantial changes and your ability for evolution, achievement, leading and creating positive feeling from life. Humanity feelings have complex dimensions [1]. Researches have showed that eight main axels of feelings are consisting of fear, passion, acceptability, anger, pity, hate, bewilderment and expectation. Of course sometimes all of us during our life are obliged to control or suppress tens of hundreds of feelings and the reason of conflicts are began from this factor. Also we can arrange peoples based on their opinion type about ((Locus of control)) (halter place) upon one continuum by method of peoples by external Locus of control and peoples by internal locus of control. Some peoples for answering this question that which item determines their success or failure for reaching to their intended aims, they know their attempt and

seriousness as the agent of success or failure and some group believes other factors like chance, doom and other external agents effective in result. We call first group of peoples those with ((internal Locus of control)) and second group of peoples as ((external Locus of control)), but achievement motive is an internal meaning that describes as: (need of person to autonomy and capability for manipulation his environment) [2]. They call it intrinsic because their aims are effective internal feelings, capability and autonomy. In front of it, we call extrinsic motivations those that related to external aims of person like money and school's grades. External rewards are used for behavior guidance in trade and school, but relying on them sometimes collapses intrinsic motivation and injures achievement [3].

Different researches were searching for reviewing these variables. Hadadi Kohsar *et al.* [4] performed some studies in the field of comparative review in relationship between emotional intelligence with psychic health and achievement motive among Shahed and not-Shahed students in Tehran University. Findings of study show that there is not any correlation between emotional

intelligence and achievement motive, meaningful correlation between psychic health and meaningful correlation between psychic health and achievement motive. In the study by Al-Din Khajeh *et al.* [5] it was showed that rate of exhaustion among studied nurses in emotional tiredness was average and in dimension of metamorphosis of personality was low and in dimension of personal adequacy was average. Rate of job exhaustion among peoples by internal control center was lower and among peoples by external control center was higher. Score of control center with rate of metamorphosis of personality and emotional tiredness, have been showed reverse relationship. Also it had direct relationship with age and work experience. Also Lavasani *et al.* [6] they reviewed relationship between achievement motive and emotional motivation and the results of research shoed meaningful coefficients among these two variables.

Kelly [7] that evaluated achievement motive and motional intelligence among staffs of one hospital has fond that there is not meaningful relationship between these two variables among these staffs. Mayer *et al.* [8] in one study reviewed relationship between motional intelligence and locus of control among staffs of one health center and results of their research showed that there is meaningful relationship between these two variables. Steptoe and Wardle [9] in their study has fond that there is meaningful relationship between locus of control and achievement motive among women of one colleague and by higher achievement motive among women, they will obtain more suitable locus of control level. Also Kagan and Segal [10] in their study has evaluated locus of control and achievement motive among university students and its results show that there is meaningful relationship between locus of control and achievement motive among.

Also Petrosky [11] performed a study that reviewed relationship between achievement motive and locus of control among staffs of medicine sections that showed relationship between these two variables among them. Klifedder *et al.* [12] also in one study showed that there is positive relationship between emotional intelligence and locus of control among staffs. According to this fact that some of researches in these variables among nurses and other samples obtained relationship and some other researched didn't obtained this relationship and also according to this fact that nurses are arranged as important population of society and have key responsibility in hospitals and therapeutic clinics and are arranged as a group that their existence are useful and

helpful in society and they experience high level of stress and emotion, so we decided to study this subject and as regards that never any study directly reviewed these factors in the nurse's society, so for filling this vacuum the aim of this study is review on rate of relationship between emotional intelligence and locus of control among female nurses employed in public and private hospitals in north of Khuzestan.

Method of Study: The method of this study is field and descriptive one by correlation type and statistical community of study is research among whole female nursed employed in public and private hospitals in north of Khuzestan (Shoosh, Dezful and Andimeshk provinces) and among them, 200 of female nursed employed in public hospitals in north of Khuzestan were selected by multi stages random branch sampling for participate in this research. Obtained results from this study were reviewed in two sections as descriptive statistic and statistic related to hypothesizes by analyzing quotient of multi variable variance and multi variable regression by Enter and Stepwise method.

Measurement tool: Locus of control quotient (Rater): this tool consists of 29 acts and 23 acts of it are used for locus of control (intrinsic and extrinsic). Six acts of it are neutral (1, 8, 14, 19, 24, 28) that is for making ambiguity to quotient for testing. It is worth mentioning that scoring scale in this study is based on external locus of control and the higher score of quotient in this test, consists of higher external locus of control. Jabbari *et al.* [13] performed a study and obtained the reliability of their study as 77%. Also Biabangard [14] performed a quotient on middle school students in Tehran city and mentioned its stability as 58%.

Self description Achievement motive scale (Gizli): one of the scales related to self description questionnaire [15] consists of 20 acts and each act consists of 2 attributes. In 10 acts of first section of this quotient, each act was composed of two suitable attributes and quotient item must illustrate those attribute that more describe it. In 10 acts of second section of this quotient, each act was composed of two unsuitable attributes and quotient item must illustrate those attribute that less describe it. Scale of achievement motive consists of following acts: 1-2-3-6-7-20-25-26-27-32-41-47-49-50-53-55-59-61-62 and 63 and that is self descriptive questionnaire by Gizel. Bagheri in 1372 in his study counted stability of achievement motive scale of self description questionnaire by Gizli via two

Chronbakh Alpha and Tansif methods and their amounts was equal to 56% and 67% and in that same year in his study he reported the reliability of achievement motive quotient by Gizli as 73%.

Bar-On emotional quotient: this quotient consists of 117 questions and 15 scales that performed by Bar-On upon 3831 peoples from 6 countries (Argentina, Germany, India, Nigeria and South Africa) that 48.8 of them were male and 51.2 of them were female and it was normalized systematically in North America. Results from normalizing showed that this quotient consists of suitable level of reliability and validity. The answers of test is also arranged upon one 5 degree scale in Likert spectrum (I am completely agree, agree, somewhat, disagree, completely disagree). For reliability of this quotient, there is direct and meaningful relationship between total score of each scale and total score of the correlation quotient and its stability reported 0.87 (quoted by Askari *et al.* [15]) and after filling questionnaires by testing items, data were analyzed by SPSS program and Pierson correlation coefficient and multi variable regression by Enter and Stepwise method.

Findings of Study: Findings of study were reviewed in two parts as descriptive statistic and statistic related to hypothesizes.

As we can observe in Table number 1, in emotional intelligence rate of average is 61,337, standard deviation 17, 29, minimum score 253 and maximum score 411, in locus of control rate of average is 13.15, standard deviation 2, 45, minimum score 7 and maximum score 19, in achievement motive rate of average is 19, 03, standard deviation 3, 92, minimum score 10 and maximum score 31.

Hypothesis 1: there is meaningful relationship between emotional intelligence and locus of control among female nurses in north part of Khuzestan. Obtained results related to this hypothesis are showed in table number 2.

As you see in above table, there is not meaningful relationship between locus of control, emotional intelligence and achievement motive.

Hypothesis 2: There is meaningful relationship between locus of control and emotional intelligence among female nurses in north of Khuzestan.

Hypothesis 3: There is meaningful relationship between locus of control and achievement motive among female nurses in north of Khuzestan.

Hypothesis 2: There is meaningful relationship between achievement motive and emotional intelligence among female nurses in north of Khuzestan.

According to table 3 there is meaningful relationship between locus of control and emotional intelligence among female nurses in north of Khuzestan, so second hypothesis is confirmed and by decrease of emotional intelligence, locus of control increase. Also There is meaningful relationship between locus of control and emotional intelligence among female nurses in north of Khuzestan, so third hypothesis is confirmed and by increase of locus of control, emotional intelligence increase too. Also according to this table There is not meaningful relationship between achievement motive and emotional intelligence among female nurses in north of Khuzestan, so forth hypothesis is not confirmed too.

Table 1: descriptive statistic consist of average, standard deviation, minimum score, maximum score of testing items in variables

Variable	Average	Standard deviation	Minimum score	Maximum score	Numbers
Emotional intelligence	337.61	29.17	253	411	200
Locus of control	13.15	2.54	7	19	200
Achievement motive	19.03	3.92	10	31	200

Table 2: relationship between emotional intelligence with locus of control and achievement motive

Model	R	Square R	Reformed Square R	Mistake
	.207a	.043	.033	2.49801

Model	Total squares	Freedom degree	Average of squares	F	Sig.
Regression	54.905	2	27.452	4.399	.014a
Remaining	1229.290	197	6.240		
total	1284.195	199			

Criterion variable	Predicting variable	B	Std. Eeor	Beta	Beta	Sig
Locus of control	Emotional intelligence	-0.013	0.006	-0.152	-0.152	0.03
	Achievement motive	0.094	0.045	0.145	0.145	0.039

Table 3: relationship between locus of control, emotional intelligence and achievement motive

Variable	r	Meanfulness level
relationship between locus of control and achievement motive	0.14	0.048
relationship between locus of control and emotional intelligence	-0.148	0.037
Relationship between achievement motive and emotional intelligence	-0.029	0.687

Table 4: variance analyzing for comparison between accounted data by regression equation or reminding of main data

First model: emotional intelligence

Second model: emotional intelligence, achievement motive

Criterion variable: locus of control

Model	R	Square R	Confirmed R square	Statistical changes				Meanfulness level of F test
				Changes of R	Changes of F	df1	df2	
First model	.148a	.022	.017	.022	4.427	1	198	.037
second model	.207b	.043	.033	.021	4.298	1	197	.039

Table 5: Coefficients of variables

Models	Non-Standardized coefficients of regression equation		Standardized coefficients of regression equation		Meanfulness of coefficients
	Standard error	B	B Beta	T	
First model	2.074	17.502		8.439	0
Constant degree	0.006	-0.013	-0.148	-2.104	0.037
Emotional intelligence					
second model	2.207	15.841		7.176	0
constant degree	0.0006	-0.013	-0.152	-2.18	0.03
achievement motive	0.045	0.094	0.145	2.073	0.039

Regression Analyzing by Stepwise Method: Second model consists of emotional intelligence and achievement motive and was selected as predicting variable and is somewhat better than first model that is only related to emotional intelligence.

According to predicting coefficients of variables in each model we didn't feel much changeability, but achievement motive a little bit has more changes toward criterion variable.

If in first model only we consider emotional intelligence, so we didn't obtain any suitable model. But in second model that achievement motive is also considered, a little bit justifiability and variance is increased but didn't caused being meaningful of this model. But emotional intelligence and achievement motive have more affectability in criterion variable.

DISCUSSION AND CONCLUSION

Based on results of study there is meaningful relationship between locus of control and emotional intelligence among female nurses and by decrease of emotional intelligence, locus of control increases, but there is not meaningful relationship between achievement motive and emotional intelligence among female nurses.

In analyzing and review of this study we can say that result of first hypothesis is similar to results of Al-Din Khajeh *et al.* [5] and Mayer *et al.* [8], Kelly [7] Steptoe & Wardle [9] and Klifedder *et al.* [12] and is dissimilar to researches of Lavasani *et al.* [6] and Kagan and Segal [10]. Results of second hypothesis are similar to researches of Al-Din Khajeh *et al.* [5] and Klifedder *et al.* [12]. In third hypothesis results are similar with researches by Hadadi Kohsar *et al.* [4] and is dissimilar with with Lavasani *et al.* [6].

Although most of performed studies had some limitations, but obtained information in this field mention that rate of psychic health among public population of Iran is different from 11.9 percent to 23.8 percent [16] and in a study that performed in Iran about review on psychic health among 15 years old or older peoples, it was showed that generally 21 percents of studied peoples was skeptic to psychic disorder [17] as we said before, psychic health of nurses because of several reasons toward other peoples is under danger and most important reasons are stressful mood of this job, work pressure, organizational factors and also personal factors. On the other hand as we know, most personnel of this profession are women and besides those duties in work place that they are responsible of them, they are also

responsible of home affairs and children and this item causes increase of rate of anxiety and stress among this group of community and locus of control and achievement motive and many other psychic factors are effective on nurses and in the analyzing of this conclusion, we can mention different reasons about it. One of reasons is individual differences of testing items together, differentiation of some samples of testing items, difference among attitude of peoples and their age and sexuality. Our expectation are confirmed about this subjects that there is meaningful relationship between emotional intelligence and locus of control and about this topic that nurses must have higher (intrinsic) locus of control and this result shows important factor in this field, but maybe because of this reason that nursed attended in this test many years have passed since their employment, so they affected kinds of work burnout and we can observe lack of relationship between emotional intelligence with achievement motive. As we mentioned in this study, because of confrontation of nurses with stressful factors and environmental pressures, experience different emotional condition ad this result illustrate that we must take more attention to their spiritual needs and prepare better conditions in their work place. Also by increasing of equipments, especially in treatment centers and small hospitals, we can help to decreasing their environmental stress and prepare better place for their work relaxation.

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