

Abstract

“The study of the relationship between self-efficacy, emotional quotient, and job involvement: case study of employees in a private hospital” is a survey research. The purposes of this study are as follows : to study levels and relationships of the self-efficacy, emotional quotient, and job involvement.

The sample consisted of 187 employees in a private hospital. The instrument was a questionnaire consisting of 4 parts; Part 1: Five categories of Personal Factors included gender, age, year of employment, level of education, and department; Part 2: Fourteen items measuring self-efficacy (reliability coefficient .8354); Part 3: Fifty seven items measuring emotional quotient (reliability coefficient .9553) and Part 4: Eight items measuring job involvement.(reliability coefficient .7805)

The statistical measures used are frequency, percentage, arithmetic mean, standard deviation, t-test, One – Way ANOVA and Pearson’s product moment correlation. The results of this study were as follows :

1. Employees had a high level of self-efficacy and within personal factors, only age had an effect on self-efficacy of employees.

2. Employees had a normal level of emotional quotient and within personal factors, only age and level of education had an effect on emotional quotient of employees.

3. Employees had a normal level of job involvement and within personal factors, only age had an effect on emotional quotient of employees.

4. There was no relationship between self-efficacy and job involvement.

5. There was no relationship between emotional quotient and job involvement.

When consider each dimensions of emotional quotient, we realized that, there was no relationship amongst self-awareness, self-regulation, self-motivation, empathy and job involvement. Additionally, the results indicated that social skill had positive relationship with job involvement.

6. Self-efficacy had positive relationship with emotional quotient and all dimension of emotional quotient.

The results of this study can be applied to increase personnels’ levels of

self-efficacy, emotional quotient and job involvement and to develop employees which contribute to the success of the organization.