

Abstract

“The study of emotion quotient, adversity quotient and career success of staff nurses: a case study at the governmental university hospital” is a survey research. The purposes of this study are as follows: to study levels of the emotion quotient, adversity quotient and career success of staff nurses at the governmental university hospital; to investigate the relationships between emotion quotient, adversity quotient and career success.

The sample consisted of 346 staff nurses. The instruments were questionnaires consisting of 4 parts; Part 1: Three items of Personal Factors, Part 2 : Forty eight items measuring emotional quotient (reliability coefficient .905) Part 3 : Thirty items measuring adversity quotient (reliability coefficient .857) Part 4 : Twenty items measuring career success of staff nurses (reliability coefficient .946)

The statistical measures used are frequency, percentage, arithmetic mean, standard deviation, t-test, One-Way ANOVA, Pearson Product Moment Correlation Coefficient and Stepwise multiple regression analysis. The results of this study were as follows:

1. Staff nurses had a high level of emotional quotient, adversity quotient and career success.
2. Nurses who are different in age, work experience and marital status had no difference in emotional quotient.
3. Nurses who are different in age, work experience and marital status had no difference in adversity quotient.
4. Nurses who are different in age, work experience had difference in career success ($p < .05$). But nurses who different in marital status had no difference in career success.
5. There are positive correlations among the total emotional quotient and all dimensions of career success ; work role success ($r = .482$) interpersonal success ($r = .470$), financial success ($r = .251$), hierarchical success ($r = .392$)

6. There are positive correlations among the total adversity quotient and all dimensions of career success ; work role success ($r=.290$) interpersonal success ($r=.209$), financial success ($r=.151$), hierarchical success ($r=.257$)

7. There are positive correlations among the total emotional quotient and all dimensions of adversity quotient ; control dimension ($r=.248$) origin and ownership dimension ($r=.191$), reach dimension ($r=.133$) and endurance dimension ($r=.331$)

8. The emotional quotient on social skill dimension, self awareness dimension and the adversity quotient on origin and ownership dimension are the significant predictors for career success of staff nurses with a total predictability of 27.9 %

The result of this study accords with other studies on emotional quotient, adversity quotient and career success. The findings are profitable for up-grading career success of staff nurses. This study is also the guideline for simulating other similar study on emotional quotient, adversity quotient and career success in the future.