

Abstract

The Study on Relationships of Emotional Quotient, Stress and Absenteeism was a case study of Nurses in a private hospital. It is investigated the relationship among Emotional Quotient Stress and Absenteeism and predicts the Absenteeism from the dimensions of Emotional Quotient and Stress.

The survey samples comprised 249 Nurses who worked in the hospital. They were randomly chosen from total of 660 Nurses by sampling random method. The questionnaire use in this study consists of three main parts: demographic data: a 34-item questionnaire measuring Emotional Quotient: and a 20-item questionnaire measuring Stress. The reliability coefficients were .884 and .874, respectively. The analyzing statistics comprised arithmetic mean, frequency, percent, standard deviation, Pearson's correlation and stepwise multiple regression analysis.

Results of the study were as follow:

1. The Nurses have Emotional Quotient score in high level and stress score in middle level.
2. The Emotional Quotient has negative relationship with Absenteeism.
3. The Emotional Quotient has negative relationship with Stress.
4. There is no significant between Stress and Absenteeism.
5. The stepwise multiple regression analysis revealed that the Self-Regulation of Emotional Quotient is a significant predictor for Absenteeism, with a total predictability of 4.1%.