

The Impact of Emotional Intelligence on the Psychological Well-Being of Nurses in the Healthcare Sector of Ghardaia, Algeria

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ABSTRACT

This study investigates the role of emotional intelligence in psychological well-being among nurses in the healthcare sector of Ghardaia, Algeria. It examines the effects of self-awareness, self-management, and social awareness on psychological well-being using a questionnaire composed of the Emotional Intelligence Scale and Ryff's Psychological Well-Being Scale. Data were collected from a sample of 275 nurses. The findings reveal a statistically significant impact of emotional intelligence on psychological well-being ($B = 0.544$, $\text{sig} = 0.000$), with self-awareness emerging as the strongest predictor ($B = 0.445$, $\text{sig} = 0.000$). The study underscores the importance of emotional intelligence training programs to enhance nurses' resilience, job satisfaction, and patient care in high-pressure environments, emphasizing self-awareness as a key factor in reducing burnout.

Keywords: Emotional Intelligence, Psychological Well-Being, Self-Awareness, Healthcare, Ghardaia.

1. Introduction

The nursing profession, characterized by intense emotional demands and high-stakes decision-making, places significant emphasis on the psychological resources of its practitioners (McVicar, 2003, p. 634) (Smith, 2015). Emotional Intelligence (EI), defined as the ability to perceive, understand, manage, and utilize emotions effectively, has emerged as a critical construct in understanding how healthcare professionals navigate these challenges (Salovey & John D. Mayer, Emotional Intelligence, 1990, p. 189) (Goleman, 1995, p. 34). Within this framework, EI is multidimensional, encompassing Self-Awareness (recognition of one's emotions), Emotional Management (regulation of emotions), and Social Awareness (empathy and interpersonal sensitivity), each contributing uniquely to adaptive functioning (Salovey & John D. Mayer, Emotional intelligence, 1990). (Cherniss, 2010, p. 112) These dimensions are particularly relevant in hospital settings, where nurses must balance personal emotional responses with the needs of patients and colleagues. This study focuses on nurses in Ghardaia, Algeria, a region where healthcare demands are compounded by resource constraints, making EI a potentially vital asset.

In Algeria, the healthcare system faces numerous challenges, including resource constraints, high patient loads, and demanding work environments. Nurses in Ghardaia, like their counterparts

elsewhere, are often exposed to prolonged stress, emotional exhaustion, and burnout, which can significantly impact their psychological well-being. (Kherbache, Lahcene, Asma, & Mohammed, 2021), (Elbarazi, T. Loney, S. Yousef, & A. Elias, 2017) Understanding how emotional intelligence influences their ability to cope with these challenges is essential for developing interventions that promote mental health and improve job performance. (Cheraghi, Naser, Vahid, Mehri, & Laleh, 2025) The unique cultural and socio-economic context of Ghardaia further amplifies the importance of this study. The region, known for its rich cultural heritage and close-knit communities, places additional social and emotional expectations on healthcare workers. (Testa, 2017, p. 96) Nurses in Ghardaia often serve not only as medical caregivers but also as emotional anchors for their patients and communities. This dual role underscores the need for emotional intelligence Psychological well-being, a multifaceted construct encompassing emotional, mental, and social health, is essential for nurses to perform their duties effectively. (Opoku & Nester Kumiwaa, 2024) High levels of psychological well-being are associated with greater job satisfaction, reduced absenteeism, and improved patient outcomes. Conversely, poor psychological well-being can lead to burnout, depression, and even attrition from the profession. By exploring the relationship between emotional intelligence and psychological

well-being, this study aims to identify strategies that can help nurses in Ghardaia maintain their mental health while delivering high-quality care. Specifically, the study focuses on three core dimensions of emotional intelligence—self-awareness, emotional management, and social awareness—and their role in fostering resilience and well-being among nurses.

This case study seeks to shed light on how these dimensions of emotional intelligence contribute to the ability of nurses to thrive in a demanding profession. By examining self-awareness, the study aims to understand how nurses recognize and interpret their emotional states, which is crucial for maintaining professionalism and composure in high-pressure situations. Emotional management, on the other hand, explores how nurses regulate their emotions to prevent burnout and foster resilience. (Gonnelli, R. Raffagnino, & L. Puddu, 2016, p. 43) Finally, social awareness investigates the role of empathy and interpersonal sensitivity in building stronger relationships with patients and colleagues, thereby enhancing teamwork and patient satisfaction. (Wu, 2021, p. 2)

The findings of this research have the potential to inform training programs, policy initiatives, and organizational practices aimed at supporting the mental health of nurses. By fostering emotional intelligence, healthcare institutions can empower nurses to navigate the emotional complexities of their profession with greater ease and resilience. This, in turn, can lead to improved individual and systemic outcomes in the healthcare sector, (ÇAM & Ayşe, 2015, p. 130) including enhanced job performance, reduced turnover rates, and better patient care.

Ultimately, this study highlights the transformative potential of emotional intelligence in enhancing the psychological well-being of nurses. In a profession where emotional demands are inherent, equipping nurses with the skills to perceive, understand, and manage emotions effectively is not just beneficial but necessary. By focusing on nurses in Ghardaia, this research contributes to the broader discourse on mental health in the healthcare workforce, offering culturally relevant insights that can be applied to similar contexts globally.

Study Question

How does emotional intelligence, through its dimensions of self-awareness, self-management, and social awareness, impact the psychological well-being of nurses in the healthcare sector in the state of Ghardaia?

Sub-Questions:

1. Is there a statistically significant effect of self-awareness on the psychological well-being of nurses in the healthcare sector in the state of Ghardaia, Algeria?
2. Is there a statistically significant effect of self-management on the psychological well-being of nurses in the healthcare sector in the state of Ghardaia, Algeria?
3. Is there a statistically significant effect of social awareness on the psychological well-being of nurses in the healthcare sector in the state of Ghardaia, Algeria?

Basic Hypothesis

Emotional intelligence positively influences the psychological well-being of nurses in the healthcare sector in the state of Ghardaia.

Sub-Hypotheses

1. There is a statistically significant effect of self-awareness on the psychological well-being of nurses in the healthcare sector in the state of Ghardaia, Algeria.
 2. There is a statistically significant effect of self-management on the psychological well-being of nurses in the healthcare sector in the state of Ghardaia, Algeria.
 3. There is a statistically significant effect of social awareness on the psychological well-being of nurses in the healthcare sector in the state of Ghardaia, Algeria.
- Study Objectives

Study Objectives:

1. To examine the effect of emotional intelligence on nurses' psychological well-being.
2. To analyze the role of self-awareness, self-management, and social awareness in shaping nurses' mental health.
3. To provide practical recommendations for improving EI training programs in healthcare settings.
4. To contribute to the academic literature on emotional intelligence and mental health in the Algerian nursing sector.

2. Literature Review

2.1. Emotional Intelligence (EI)

Emotional intelligence (EI) is widely regarded as one of the key dimensions within Howard Gardner's (1983) theory of multiple intelligences, where it is classified alongside other forms of intelligence such as logical-mathematical and linguistic abilities. (Arias, Jorge G. Soto-Carballo, & Margarita R. Pino-Juste, 2022, p. 2) (Shaari & Mohd Effendi Ewan Mohd Matore, 2019). Unlike traditional cognitive intelligence, which is primarily concerned with abstract reasoning and problem-solving (Arias, Jorge G. Soto-Carballo, & Margarita R. Pino-Juste, 2022, p. 2), emotional intelligence involves the ability to recognize, understand, and manage emotions, both in oneself and in others. (Mayer, Peter Salovey, & David R. Caruso, 2004, p. 197). It represents a blend of inborn traits and learned competencies that can be cultivated through experiences, education, and specialized training. (Arias, Jorge G. Soto-Carballo, & Margarita R. Pino-Juste, 2022, p. 2) (Brackett, Susan E. Rivers, & Peter Salovey, 2011, p. 88)

In recent years, emotional intelligence has garnered significant attention, often considered equally—if not more—important than cognitive intelligence in determining an individual's success in various aspects of life, including personal

relationships and professional environments. It is seen as a vital competency that impacts leadership, and decision-making. (Singh, Rakesh Prakash, Harmveer Singh Rajpoot, Pranati Satapathy, Riddhi Ambavale, & Soumyashree Shubhasmita Parida, 2024, p. 7329), As the modern world continues to emphasize interpersonal interaction and emotional well-being, EI has been recognized as a necessary skill that goes beyond academic achievements and technical expertise (Bar-On, 2006).

Peter Salovey and John Mayer, the seminal theorists in the field, define emotional intelligence as "a component of social intelligence that involves the ability to monitor one's own feelings and emotions, as well as those of others, to discriminate among them, and to use this information to guide one's thinking and actions" (Salovey & John D. Mayer, 1990, p. 5). This framework focuses on both intrapersonal and interpersonal components of emotional processing, where individuals are expected to perceive, understand, and regulate their own emotional states as well as the emotions of others. (Mayer, Peter Salovey, & David R. Caruso, 2004, p. 197).

According to their model, EI is fundamentally built upon three key dimensions: self-awareness, social awareness, and emotional regulation. Self-awareness allows individuals to identify and understand their own emotions, while social awareness enables them to recognize and comprehend the emotions of others. The integration of these dimensions allows individuals to effectively manage and respond to emotions in a socially appropriate manner (Salovey & John D. Mayer, 1990, p. 5) Through this process, individuals can navigate complex social dynamics, enhance empathy, and make informed emotional decisions, contributing to healthier interpersonal relationships and better overall emotional well-being.

The ability to navigate one's own emotional state and interact with the emotions of others is particularly important in high-stress environments, such as the healthcare sector. In these settings,

healthcare professionals, especially nurses, are required to demonstrate high levels of emotional intelligence. They must manage their own emotions, such as stress and burnout, while simultaneously responding to the emotional and psychological needs of patients and their families (Hashmi, et al., 2024) (Powell, et al., 2024, p. 2). Given the emotionally charged nature of healthcare, where patients and families often experience distress, anxiety, and fear, the emotional intelligence of healthcare providers is critical in offering compassionate care while mitigating negative emotional outcomes (Sadiku, Olaniyi D. , & Sarhan M. , 2020, p. 150) (Fagundes et al., 2020).

Research suggests that healthcare professionals with high levels of emotional intelligence are more adept at recognizing emotional cues, fostering patient trust, and improving overall patient satisfaction (Weng, 2008) (Sommaruga, Giulia Casu, Francesco Giaquinto, & Paola Gremigni, 2016) (Bharamanaikar & Shama V. Kadadi, 2016) . Additionally, emotional intelligence has been linked to reduced burnout and enhanced job satisfaction among healthcare workers, thus contributing to a more effective and supportive work environment (Iris Soriano-Vázquez, Mayela , & Wilter C. , 2023) (Seyedi, Afsane , Hamidreza , & Mohammad , 2021) (Vlachou, Damigos, Lyrakos, Chanopoulos, & Kosmidis, 2016). The ability to manage emotions and foster empathy in healthcare professionals is essential for improving both the psychological and physical well-being of patients, making emotional intelligence a crucial factor in the quality of care provided.

In conclusion, emotional intelligence plays a vital role in various sectors, particularly in healthcare, where emotional labor is a significant aspect of the work. Nurses and other healthcare providers who exhibit strong emotional intelligence are better positioned to provide empathetic care, improve patient outcomes, and cope with the emotional challenges inherent in the profession (Arias, Soto Carballo, & Pino Juste, 2022).

In the modern era, with changing lifestyles and increasing social and professional pressures, psychological hardiness has been noticeably declining, particularly among the millennial generation. The growing demands and challenges associated with professional and family life, along with role conflicts, have contributed to the widespread phenomenon of psychological fragility, affecting individuals' ability to adapt to crises. In this context, Kobasa (1979) identified psychological hardiness "as comprising three key dimensions: commitment, control, and challenge, which enable individuals to confront life stressors and transform them into opportunities for personal growth. Rooted in existential philosophy, she argued that individuals who possess these dimensions demonstrate resilience in the face of adversity without succumbing to psychological exhaustion, in contrast to those who lack them." (Lambert, Clinton E, & Hiroaki , 2003, p. 1)

This phenomenon is particularly evident in human-centered sectors such as healthcare, where hospitals represent one of the most psychologically demanding work environments. The high demands and continuous work pressures may exceed employees' coping capacities, leading to increased rates of burnout. According to Kobasa's theory, individuals who can withstand such pressures without experiencing psychological breakdowns possess a unique psychological structure that distinguishes them from others, making psychological hardiness a critical factor in adapting to high-stress work environments. Consequently, psychological hardiness has garnered growing attention due to its pivotal role in enabling individuals to effectively manage stress and challenges, especially in professions requiring high levels of endurance and resilience.

2.2 Psychological well-being:

Psychological well-being is a multifaceted construct that encompasses several dimensions of an individual's emotional, mental, and social health. This concept includes components such as life satisfaction, personal growth, positive relationships, purpose in life, and self-acceptance

(Ryff, 1989, pp. 1071-1072). Ryff's six-factor model of psychological well-being provides a foundational framework in which these aspects are integrated. This model is essential for understanding how individuals experience their lives in a holistic manner and highlights the importance of internal and external factors contributing to overall well-being. The emphasis on personal growth and self-acceptance reflects the centrality of achieving balance and alignment between one's goals and their abilities. (Ryff, 1989).

Self-acceptance is a fundamental aspect of positive psychological functioning. Individuals with high psychological well-being exhibit a positive attitude toward themselves and embrace both their past and present. (Ryff & Corey Lee M, 1995, p. 720), acknowledging both their strengths and weaknesses. Similarly, positive relationships play a crucial role in strengthening social bonds. Research indicates that individuals who maintain meaningful and stable relationships experience higher levels of psychological well-being. Psychologically healthy individuals feel a sense of belonging to their community and share common values and experiences with others. Conversely, social isolation represents a state of fragmented and weakened relationships. Within the framework of the interplay between self-acceptance and social acceptance, being accepted by others and accepting others, in essence, reflects an individual's level of self-acceptance. This underscores the fundamental role of self-acceptance in fostering healthy and sustainable social relationships. (Keyes, 1998, p. 122)

In addition to these relational components, autonomy is a fundamental pillar of psychological well-being. Independent individuals possess the ability to make self-directed decisions, granting them a sense of freedom and control over their lives. Research has confirmed that autonomy is a crucial factor in fostering positive behaviors and outcomes, such as active participation, psychological well-being, and resilience. Moreover, autonomy plays a significant role in reducing negative behaviors, including psychological stress and burnout, making it an

essential element in developing a well-balanced and psychologically stable personality. (Jun Liu & Ziwei, 2024, p. 4)

Furthermore, Environmental control refers to individuals' ability to interact with their surroundings in a way that enables them to adapt and achieve psychological balance. This ability encompasses selecting environments that suit their psychological needs or modifying them to enhance their well-being. Individuals with good mental health can actively influence and manage their environments rather than merely being passive recipients of surrounding circumstances. (Ryff, 1989, p. 1071)

The dimension of purpose in life is vital for well-being, as individuals who perceive their life as meaningful tend to experience higher psychological well-being. (Steger, Patricia, Shigehiro, & Matthew, 2006, p. 81). Personal growth, as the final dimension, refers to a psychological readiness and intrinsic motivation that reflects a positive energy, enabling individuals to confront challenges and difficulties in a constructive manner, free from complaint or resignation. This readiness serves as a fundamental factor in fostering self-development on cognitive, behavioral, and psychological levels, driving individuals to adopt positive attitudes and continuously strive to acquire new skills and achieve personal growth. (Freire, María del Mar, José Carlos, & Antonio, 2022, p. 64)

Psychological well-being is also influenced by contextual factors such as the social environment, relationships, and socio-economic status. Research suggests that individuals who report higher levels of social support and engagement in meaningful social relationships experience enhanced psychological well-being (Cohen & Thomas Ashby, 1985, p. 340) The quality of one's relationships—whether familial, friendships, or romantic—plays a critical role in maintaining emotional stability and life satisfaction. (Cohen & Thomas Ashby, 1985) Furthermore, societal factors such as socioeconomic disparities and access to healthcare can either support or hinder an individual's psychological well-being,

underscoring the complex interaction between personal and environmental elements. (Caballo, Suchona, Pranav, Bhata, & Peter, 2021, p. 1).

The role of positive emotions in psychological well-being is also widely acknowledged. Studies indicate that individuals who regularly experience positive emotions, such as joy, gratitude, and contentment, tend to report better mental health outcomes (Fredrickson, 2001). Positive emotions not only buffer against stress but also contribute to the enhancement of resilience, allowing individuals to cope more effectively with life's challenges. This idea is supported by Fredrickson's broaden-and-build theory, which suggests that positive emotions expand an individual's cognitive and behavioral repertoire, fostering greater well-being over time. (Fredrickson & Thomas, 2002, p. 172) (Fredrickson B. L., 2001).

Furthermore, the ability to find meaning and purpose in life is closely linked to psychological well-being. Viktor Frankl's logotherapy emphasizes that individuals who perceive their lives as purposeful are more likely to exhibit higher levels of mental health and resilience.

The sense of purpose and meaning in life is a crucial factor in reducing negative thoughts and psychological disorders, such as depression, which poses a particular challenge for young people, often leading them to seek treatment in mental health institutions. Although these disorders stem from various causes, such as unemployment, individuals who possess a strong sense of life meaning can transform these challenges into opportunities by engaging in volunteer work within charitable organizations, thereby utilizing their time in productive and meaningful ways. This approach exemplifies meaning-centered therapy, which contributes to psychological adaptation and emotional balance. (Frankl, 2000, p. 142) Frankl's work underscores the existential aspects of well-being, asserting that a sense of purpose not only provides individuals with direction but also fosters a greater sense of coherence and meaning in their experiences, especially during times of adversity.

2.3 The Impact of Emotional Intelligence on Psychological Well-Being:

Emotional intelligence (EI) is a critical determinant of psychological well-being, encompassing the ability to perceive, understand, manage, and utilize emotions effectively. Key dimensions of EI—self-awareness, social awareness, and self-management—play pivotal roles in fostering mental health and overall life satisfaction.

Self-awareness, the foundational component of EI, involves recognizing and understanding one's own emotions and their impact on behavior. Individuals with high self-awareness can accurately assess their emotional states, leading to better decision-making and stress management. (Brackett, Susan E., Sara, Nicole, & Peter, 2006) (Goleman, 1995). This heightened self-perception allows for the identification of personal strengths and weaknesses, facilitating personal growth and contributing to psychological well-being. (Abedin, Parvaneh, Sadeh, & Mehdi, 2022) (UGUR, Petru-Madalin, & Michael J, 2015). Research indicates that self-awareness is associated with greater life satisfaction and lower levels of psychological distress. (Cho, 2023, p. 129) (Lio, Sudana, I Nyoman, Hambali, IM, & Hitipeuw, Imanuel, 2022) (SALOVEY & JOHN D, 1990)

Social awareness entails the ability to comprehend and respond to the emotions of others, encompassing empathy and organizational awareness. (SALOVEY & JOHN D, 1990, p. 194) (Paulisic, Katarina, & Maja, 2024, p. 154) Empathy enables individuals to build strong interpersonal relationships, which are essential for mental health. (Jakovljevic, 2018, p. 381) (Salovey & John D. Mayer, 1990, p. 194) By understanding and sharing the feelings of others, socially aware individuals can navigate social complexities more effectively, leading to enhanced social support networks. (Morelli, Desmond C, Rucha, Matthew O, & Jamil, 2017, p. 9843) (Salovey & John D. Mayer, 1990, p. 194)

compared to those who do not engage in such activities (Zartaloudi, et al., 2023, p. 1). This improvement in self-image contributes to overall psychological well-being.

Furthermore, high-intensity exercise has been linked to cognitive benefits and mental resilience. Engaging in activities like bodybuilding can improve cognitive function, including memory, attention, and problem-solving skills. (Mielniczek & Tore Kristian Aune, 2025, p. 1) Rebecca Martland and others have shown that high-intensity exercise enhances mental health, which is crucial for coping with stress and adversity. This finding further underscores the mental health

3 Methodology

3.1 Study Population and Sample

The study employed a purposive sampling approach, encompassing all nurses working in the healthcare sector of Ghardaïa Province, with an estimated total of 400 nurses. To achieve the research objectives, a field survey was conducted across major healthcare institutions in Ghardaïa.

Based on sample size calculations using the Calculator program, the statistically appropriate sample size was determined to be 197 nurses. However, the researcher adopted a comprehensive approach by targeting the entire study population, distributing questionnaires to all nurses working in these institutions.

A total of 275 questionnaires were retrieved. However, 20 questionnaires were excluded due to incomplete responses exceeding 20%, while the remaining questionnaires were not returned.

The data collection process spanned two consecutive weeks: questionnaires were distributed during the first week, followed by their retrieval in the second week. In the third week, verification was conducted to ensure that no additional questionnaires were received before proceeding to the data analysis phase.

3.2 Data Collection:

Emotional intelligence scale:

The emotional intelligence scale used in this study was developed based on theoretical foundations and leading scientific models in the field. Specifically, it was designed following the model proposed by Mayer and Salovey (1997), which classifies emotional intelligence into three core

benefits of high-intensity physical activity. (Martland, Nicole Korman, Joseph Firth, Davy Vancampfort, Trevor Thompson, & Brendon Stubbs, 2022)

Through all of the above, bodybuilding, as a form of high-intensity exercise, plays an important role in enhancing psychological well-being. Through mechanisms such as endorphin release, improved self-esteem, and cognitive benefits, bodybuilding offers a comprehensive approach to improving mental health. These findings are well-supported by scientific research, making bodybuilding a valuable activity for individuals seeking to boost their psychological well-being.

dimensions: emotional perception, emotional regulation, and emotional utilization. Additionally, the study drew upon Goleman's model (1995, 1998), which emphasizes the importance of self-regulation and motivation in the development of emotional intelligence. Furthermore, the scale was informed by the Bar-On Emotional Quotient Inventory (EQ-i, 1997), one of the most widely used instruments for measuring emotional intelligence, covering multiple domains including emotional and social competencies.

The scale employed in this study consists of 22 items distributed across three primary dimensions: self-awareness, self-management, and social awareness. Participants were asked to rate each statement using a five-point Likert scale, ranging from (1 = Disagree) to (2 = Neutral) to (3 = Agree). The items were carefully constructed to accurately reflect the theoretical aspects of emotional intelligence, ensuring construct validity and the instrument's ability to effectively measure the intended concept.

Psychological well-being scale:

The Psychological Well-Being Scale used in this study was based on Ryff's model (Ryff, 1995), which is one of the most widely utilized tools for measuring psychological well-being from a comprehensive, multidimensional perspective. The scale comprises six core dimensions that capture various aspects of psychological well-being: self-acceptance, positive relations with others, autonomy, environmental mastery, purpose in life, and personal growth. This model aligns with contemporary theories in positive

psychology, emphasizing the significance of psychological and social factors in enhancing quality of life and mental health.

For this study, a modified short version of the scale was adopted, consisting of 18 original items with the addition of two new items, bringing the total to 20 items, evenly distributed across the six dimensions. Participants were asked to rate each item using a five-point Likert scale, ranging from (1 = Strongly Disagree) to (5 = Agree). The items were carefully designed to accurately reflect the theoretical construct of psychological well-being, ensuring the construct validity of the instrument and its ability to effectively measure the intended concept. Furthermore, the psychometric properties of the scale, including validity and reliability, were examined to confirm its appropriateness for the study’s context and target sample.

3.3 Statistical Analysis:

After data collection, statistical analysis was conducted using SPSS software, which provides a comprehensive set of analytical tools. Cronbach’s alpha coefficient was employed to assess the internal consistency and reliability of the study’s measurement scale. Additionally, descriptive statistics, including means, standard deviations, percentages, and frequency distributions, were utilized to summarize and interpret the dataset.

Pearson’s correlation coefficient was applied to determine the strength and direction of relationships between variables. Furthermore, regression analysis was conducted to evaluate the impact of the independent variable and its dimensions on the dependent variable, offering insights into the predictive power and influence of the key constructs examined in the study.

4 Results

Before delving into the detailed analysis, it is essential to provide an overview of the statistical findings. This section presents the descriptive statistics, including the mean and standard deviation for both variables, followed by the results of the linear regression analysis. These analyses aim to explore the impact of emotional intelligence on psychological well-being among nurses in the healthcare sector of Ghardaia, Algeria, while ensuring the reliability and validity

of the measurement instruments employed in the study.

Table 1. Characteristics of the Study Sample

	Description	Frequency	Percentage
Age	30 <	105	38.2%
	31- 40	91	33.1%
	41-50	50	18.2%
	51 >	29	10.5%
Marital status	Married	120	43.6%
	Single	124	45.1%
	Divorced	31	11.3%
	Widowed	0	0%
Academic qualification	High school certificate	81	29.5%
	Bachelor's degree	99	36%
	Master	74	26.9%
	Postgraduate Studies	21	7.6%
Experience	5 <	110	40%
	6- 10	58	21.1%
	11 >	107	38.9%
Total		275	100%

Source: SPSS results

The data, collected from a sample of 275 nurses, provide descriptive statistics across four key variables—age, marital status, academic qualification, and years of experience—expressed in both frequency and percentage terms. These characteristics offer valuable insights into the composition of this professional group, shedding light on their diversity, career stage, and potential influences on their attitudes, behaviors, and performance in a demanding healthcare context.

The age distribution reveals a relatively young nursing workforce, with the under-30 age group comprising 105 nurses. Meanwhile, the 31–40 age category accounts for 33.1% of the workforce, representing 91 nurses. Collectively, these two groups constitute over 71% of the sample. The proportion decreases with age advancement, as nurses aged between 41 and 50 years make up 18.2%, whereas only 10.5% (29 nurses) are over the age of 51.

This trend toward a younger nursing workforce reflects recent hiring patterns in Ghardaia

hospitals, particularly in the past few years, likely driven by the expansion of healthcare infrastructure. Furthermore, younger nurses bring dynamism and adaptability to their roles, enhancing the overall efficiency and responsiveness of the healthcare workforce.

Marital status data indicate a closely balanced split, with 45.1% (124 nurses) single and 43.6% (120 nurses) married, alongside a smaller group of 11.3% (31 nurses) divorced. This near parity between single and married nurses contrasts with traditional expectations in Algerian society, where marriage is culturally significant, particularly by the age ranges represented here. The high percentage of single nurses—especially among those under 30—may reflect delayed marriage due to professional commitments or economic factors, common among healthcare workers. The 11.3% divorced rate, while modest, is notable in a culturally conservative context like Ghardaia, potentially hinting at personal sacrifices tied to the profession’s emotional and temporal demands. These marital dynamics could influence nurses’ social support networks, a key buffer against burnout.

Academic qualifications showcase a well-educated workforce, with 36% (99 nurses) holding bachelor’s degrees, 26.9% (74 nurses) possessing master’s degrees, and 7.6% (21 nurses) engaged in postgraduate studies, compared to 29.5% (81 nurses) with only a high school certificate. This distribution, where over 70% have post-secondary education, aligns with global trends toward professionalizing nursing through advanced training, reflecting Algeria’s investments in healthcare education. The substantial proportion with bachelor’s and master’s degrees suggests a workforce equipped with theoretical knowledge and possibly specialized skills, which could enhance patient care quality in Ghardaia’s hospitals.

Experience levels reveal a bimodal distribution: 40% (110 nurses) have less than 5 years of experience, 21.1% (58 nurses) have 6–10 years, and 38.9% (107 nurses) exceed 11 years. The high percentage of novices (less than 5 years) corresponds with the youthful age profile, suggesting a recent influx of new nurses, through targeted recruitment or training initiatives.

Conversely, the near-equivalent proportion with over 11 years of experience (38.9%) underscores a seasoned contingent, likely providing mentorship and stability within these hospitals.

Table 2. Cronbach's alpha coefficient.

variable	Item	Cron alpha
Emotional Intelligence	22	0.743
Psychological well-being	20	0.712

Source: SPSS results

The Cronbach's alpha of 0.743 for Emotional Intelligence, derived from 22 phrases, indicates a satisfactory level of internal consistency. An alpha value between 0.70 and 0.80 is generally considered acceptable for research purposes, suggesting that the 22 items collectively form a reliable scale for assessing Emotional Intelligence among these nurses. This level of reliability implies that the items—hang together well, capturing a unified construct.

For Psychological Well-Being, the Cronbach's alpha of 0.712, based on 20 phrases, also exceeds the conventional 0.70 threshold, indicating acceptable internal consistency. This value suggests that the 20 items—potentially covering facets such as positive affect, autonomy, or purpose in life—reliably assess a cohesive construct among these nurses. The slightly lower alpha compared to Emotional Intelligence (0.712 vs. 0.743) could reflect a broader or more multidimensional conceptualization of well-being, which might naturally yield slightly less item convergence.

Table 3. Descriptive statistics.

variable	Item	Mean	Median	SD
Emotional Intelligence	22	275	2.70	2.72
Self-Awareness	10	275	2.75	2.80
Self-Management	6	275	2.64	2.66
Social Awareness	6	275	2.70	2.83
Psychological	20	0.712	2.70	0.193

well-being				
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Source: SPSS results

The provided table presents a quantitative analysis of various constructs related to emotional intelligence (EI) and psychological well-being, measured through a series of phrases. The constructs include Emotional Intelligence as a whole, along with its dimensions: Self-Awareness, Self-Management, and Social Awareness, as well as an additional construct, Psychological Well-Being. Each construct is evaluated based on the number of phrases (N phrases), the total number of respondents (N), mean scores, median scores, and standard deviations.

When initially examining emotional intelligence and its sub-dimensions, the overall construct mean of 2.70, derived from 22 items, aligns closely with the scores of its sub-dimensions (self-awareness: 2.75; self-management: 2.64; social awareness: 2.70). This alignment suggests a coherent perception of emotional intelligence among these nurses. Such consistency is noteworthy given the high-stakes hospital context in Ghardaïa, where nurses must navigate patient distress, team coordination, and resource constraints—compounded by extended working hours and elevated job demands, which are prevalent factors within public healthcare sector. Self-awareness, with a mean of 2.75 and a median of 2.80, emerges as the strongest sub-dimension, reflecting a heightened introspective capacity honed through continuous self-monitoring in unpredictable clinical settings. Behaviorally, this may manifest in nurses’ recognition of emotional triggers—for instance, frustration during understaffed shifts—and their subsequent adjustment of responses to uphold professionalism. The slight left skew (median > mean) might indicate a subset of nurses who excel at this, perhaps those with more experience or training.

Nevertheless, self-management yields a mean score of 2.64 and the highest standard deviation (0.339), indicating a subtle variation compared to other dimensions in how nurses perceive their ability to regulate emotions and behaviors. This result suggests that nurses possess a degree of expertise and knowledge, manifested in their capacity to control emotional impulses, manage

stress, and adapt even amidst the environmental pressures inherent in the healthcare sector—an attribute of critical importance in a hospital setting where rapid decision-making under stress becomes routine. From a behavioral psychology perspective, this may reflect adaptive mechanisms: some nurses might regulate and refine their stress responses to maintain composure, a learned behavior reinforced by workplace norms. However, the relatively lower mean compared to other dimensions suggests that self-regulation may represent a potential relative weakness moving forward, possibly exacerbated by chronic stressors such as prolonged shifts or emotional exhaustion—conditions prevalent in healthcare, particularly in resource-scarce regions like Ghardaïa. This finding prompts further exploration into whether training in behavioral techniques, such as mindfulness or cognitive reappraisal, could enhance this capacity.

Social Awareness, with a mean of 2.70 and a median of 2.83, shows a left-skewed distribution and moderate variability (SD = 0.287). This subdimension, tied to empathy and interpersonal sensitivity, is pivotal for nurses who must interpret patients’ unspoken needs and collaborate with colleagues. The elevated median suggests that many nurses rate themselves highly, which could stem from the relational demands of their role—building trust with patients and families in a culturally tight-knit society like Algeria’s. Behaviorally, this might translate to attuned nonverbal communication or swift conflict resolution among staff, skills reinforced by frequent patient interactions.

Psychological Well-Being, as the dependent variable, achieves a mean of 2.77 and median of 2.80, with a low standard deviation (0.201), indicating a robust, positive self-assessment among these nurses. This stability, supported by 20 phrases, likely reflects a broad construct encompassing resilience, optimism, and life satisfaction— In behavioral terms, high Psychological Well-Being might manifest as nurses maintaining composure during crises, finding meaning in their caregiving role, or drawing on social support from peers, all adaptive responses to the emotional toll of healthcare work. The tight variability suggests a shared experience,

shaped by a collective professional identity in Ghardaia's hospitals, where enduring adversity fosters a sense of purpose. Theoretically, EI's subdimensions should predict this well-being; the data hints at this link (e.g., Self-Awareness's high mean aligning with well-being's).

Table 4. regression coefficient

Independent variables	R	R-deux ajusté	F	B	Sig
Emotional Intelligence	0.553	0.303	120.251	0.544	0.000
Self-Awareness	0.518	0.269	100.246	0.445	0.000
Self-Management	0.341	0.116	35.813	0.202	0.000
Social Awareness	0.339	0.112	35.536	0.239	0.000

Source: SPSS results

The table presents the results of a study investigating the relationship between emotional intelligence (independent variables) and psychological well-being (dependent variable) among nurses in the healthcare sector. The analysis provides insights into the strength and significance of these relationships through statistical measures such as correlation coefficients (R), adjusted R-squared (R² adjusted), F-statistics, regression coefficients (B), and significance levels (Sig).

The results indicate a moderate positive correlation (R = 0.553) between emotional intelligence and psychological well-being. This suggests that higher levels of emotional intelligence are associated with better psychological well-being among nurses. The adjusted R-squared value of 0.303 indicates that approximately 30.3% of the variance in psychological well-being can be explained by emotional intelligence. The F-statistic of 120.251, which is highly significant (Sig = 0.000), confirms that emotional intelligence is a strong predictor of psychological well-being. The regression coefficient (B = 0.544) further supports this relationship, indicating that a one-unit increase in emotional intelligence corresponds to a 0.544-unit increase in psychological well-being.

Self-awareness, a component of emotional intelligence, also shows a moderate positive correlation (R = 0.518) with psychological well-being. The adjusted R-squared value of 0.269 suggests that self-awareness explains approximately 26.9% of the variance in psychological well-being. The F-statistic of 100.246, with a significance level of 0.000, highlights the importance of self-awareness in predicting psychological well-being. The regression coefficient (B = 0.445) indicates that a one-unit increase in self-awareness leads to a 0.445-unit increase in psychological well-being. Self-management shows a weaker but still significant correlation (R = 0.341) with psychological well-being. The adjusted R-squared value of 0.116 indicates that self-management accounts for approximately 11.6% of the variance in psychological well-being. The F-statistic of 35.813, with a significance level of 0.000, confirms its predictive power. The regression coefficient (B = 0.202) suggests that a one-unit increase in self-management results in a 0.202-unit increase in psychological well-being. Social awareness exhibits a similar correlation (R = 0.339) with psychological well-being as self-management. The adjusted R-squared value of 0.112 indicates that social awareness explains approximately 11.2% of the variance in psychological well-being. The F-statistic of 35.536, with a significance level of 0.000, confirms its importance. The regression coefficient (B = 0.239) indicates that a one-unit increase in social awareness leads to a 0.239-unit increase in psychological well-being.

5 Discussions

The primary reason for the strong correlation between emotional intelligence and psychological well-being lies in the fact that individuals with high levels of emotional intelligence are more capable of understanding and managing their emotions effectively. This enables them to cope with daily stressors and emotional challenges they face at work, particularly in high-stress environments such as the healthcare sector. (Hashmi, et al., 2024) Furthermore, these

individuals possess better problem-solving skills and are more adept at building positive relationships with others, which enhances their sense of satisfaction and psychological stability.

Self-awareness, one of the core components of emotional intelligence, is strongly linked to psychological well-being because understanding one's emotions and thoughts grants individuals greater control over their reactions and helps them avoid negative behaviors. When nurses are aware of their emotions, they can identify sources of stress and address them proactively, thereby reducing the negative impact on their mental health. This self-awareness also fosters self-confidence and the ability to make more balanced decisions. (Ardianto & Etlidawati, 2022) (Ordu, Leyla , & Ayşe , 2022)

Although self-management (the ability to regulate emotions and behaviors) is important, its correlation with psychological well-being was weaker compared to self-awareness. This may be because self-management requires conscious and sustained effort, which can be difficult to maintain consistently in a high-stress work environment like hospitals. Additionally, external factors such as work pressure, resource shortages, and inflexible working hours for healthcare workers may have a greater impact on psychological well-being than an individual's ability to manage themselves.

Social awareness (the ability to understand and empathize with others' emotions) is less strongly associated with psychological well-being compared to self-awareness. (Wu, et al., 2024) This may be because social awareness focuses more on interactions with others and may not have a direct or strong impact on an individual's psychological well-being unless coupled with other skills such as self-management. Moreover, in a high-stress work environment, excessive empathy for others may increase the emotional

burden on nurses, thereby diminishing its positive effect on their psychological well-being. (Xiaoling Shen, Jinhuan, Wenjie , Haiyan , Yan Tao, & Zijia , 2024)

The variation in the strength of correlations between the components of emotional intelligence (self-awareness, self-management, and social awareness) reflects the nature of these components and the extent of their direct impact on mental health. Self-awareness is considered the foundation upon which other skills are built, and thus its influence is stronger. On the other hand, self-management and social awareness are skills that require interaction with the external environment, making their impact on psychological well-being less direct and more complex.

The work environment in the healthcare sector plays a significant role in explaining these findings. Nurses are exposed to high levels of stress due to the demanding nature of their work and continuous interaction with patients and their families. (Babapour, Nasrin Gahassab, & Azita Fathnezhad, 2022. P 2) In such an environment, skills that help individuals understand themselves (such as self-awareness) are more effective in enhancing psychological well-being compared to skills that require interaction with others (such as social awareness) or self-control under pressure (such as self-management).

6 Conclusion

This study underscores the critical role of emotional intelligence (EI) in enhancing psychological well-being among nurses in Ghardaia, Algeria. The findings reveal that self-awareness is the strongest predictor of psychological well-being, highlighting its fundamental role in enabling nurses to recognize and effectively regulate their emotions. While self-management and social awareness are also important, their associations with psychological well-being appear relatively weaker. This suggests

that, although emotional regulation and social awareness are beneficial, they require additional support mechanisms to be fully effective in high-pressure environments, such as the healthcare sector.

Furthermore, the study confirms that emotional intelligence serves as a protective factor, allowing nurses to navigate the emotional complexities of their profession with greater resilience. However, the impact of workplace conditions and organizational factors, such as job autonomy and institutional support, cannot be overlooked, as they play a pivotal role in strengthening the effectiveness of EI in fostering psychological well-being.

7 References

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