



Nurses' Self-Compassion and Its Correlation to Emotional Intelligence

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ABSTRACT

Almost daily nurses works always involve feelings and emotions, so that in providing care to patients, nurses are required to have high emotional intelligence. To trigger the growth of emotional intelligence, nurses need the ability to provide understanding and concern for themselves when facing difficulties. This study aims to examine empirically the relationship between self-compassion and emotional intelligence on nurses. This study used a quantitative method for 86 nurses who worked in hospitals. The data analysis technique used in this study is product moment correlation and the coefficient obtained is $r = 0.549$ with a significance level of $p = 0.01$. So the hypothesis in this study is accepted, there is a very significant relationship between self-compassion and emotional intelligence on nurses.

Keywords: Emotional Intelligence, Self-Compassion, Nurse



Background

Health is very important in maintaining the humans' survival, therefore humans need quality health service. A place where the humans can get health services is hospital (Dewi & Hidayati,2015). A hospital will provide optimal service if supported by human resources quality.

One of the important roles in maintaining the health services in the nursing profession, nurse and patient interactions are the main things in nursing practice. Interaction that occurs is not only limited to conversation, but also involves a complex process that includes the perception of nurses, understanding the emotions of patients, and the use of perceptions to manage the patient's situation in order to create effective patient care (Bakr & Safaan, 2012). Research from Cotterell, Demeuroti, and Kalish (in Landa & Zafra, 2010) found that the nurse profession is the group most vulnerable to pressure in their work. Among the main causes are contact with suffering and death, conflict with peers, lack of readiness to deal with emotional needs with patients and their families, uncertainty about the effectiveness of nursing, fatigue, fear of causing negligence or disability, and the presence of a night shift. Therefore, nurses need to have a skill in emotional management. These skills are better known as emotional intelligence (Nurhidayah, 2006).

Emotional intelligence according to Goleman (2009) is the ability to motivate yourself and survive in facing frustration, controlling the desires and not exaggerating pleasure, managing the moods and keeping the stress burden from paralyzing the ability to think, empathize and pray. Emotional intelligence includes self-control, enthusiasm and perseverance, as well as the ability to motivate yourself.

Nurses in their daily work almost always involve feelings and emotions, so that every time they provide care patients, nurses are required to have high emotional intelligence. A nurse who does not have high emotional intelligence can be



characterized by a high emotional attitude, fast acting on his emotions, and not sensitive to the feelings and conditions of others. Nursing services really need a nurse who has high emotional intelligence in providing the patient needs. Emotionally intelligent nurses will quickly get insight into the emotions they experience and can immediately manage the emotions that emerge. The success of managing emotions will make the nurse concerned become more focused in carrying out their duties and responsibilities (Rudyanto, 2010).

As a health worker, nurses build and maintain relationships in an emotional environment so that emotions play an important role (Smith, McGrath & Cummings, 2009). A study says that in an emotional environment, causing nurses to experience decreased job satisfaction, causes psychosocial problems, becomes insensitive to the people they meet, feels emotionally exhausted and loses their sense of success and sufficiency in their person. This situation requires nurses to have abilities called self-compassion (Senyuva, Kaya, Isik & Bodur, 2013). Self-compassion according to Neff (2003) is an attitude of being touched and open to one's own suffering, not avoiding or releasing from suffering, producing a desire to alleviate individual suffering and heal oneself with kindness.

According to Neff (2003), self-compassion can be seen as a useful strategy for emotional regulation, where pain or a sad feeling that cannot be avoided can be held consciously with self-kindness, common humanity, and mindfulness. Negative emotions can be transformed into more positive emotions. Self-compassion can be an important aspect of emotional intelligence, where there is the ability to monitor one's own emotions and be able to use this ability as a guide in thinking and behaving in oneself. Individuals who have high self-compassion should have better mental health than individuals who have low self-compassion. Self-supportive attitudes can be associated with some beneficial psychological things, such as reduced depression, anxiety, and better life satisfaction.



The Research is conducted by Heffernan, Griffin, McNulty, and Fitzpatrick (2010) on nurses shows that there is a positive relationship between self-compassion and emotional intelligence in nurses who work directly with patients who are in intensive care. This research is in line with the statement of Neff (2011) that is when individuals give more understanding to themselves, these individuals will be better able to manage their emotions in difficult times.

Methods

Sample

The research sample used in this study were 86 nurses with demographic variables, such as: graduates of nursing academies and working in hospitals domiciled in West Java. All respondents were women and men with an age range of 20-36 years (78 participants; 90.7 percent) and 37-53 years (8 participants; 9.3 percent).

Measures

Self-compassion was measured using the self-compassion scale compiled by Neff (2003). This scale consists of 26 items and is translated by researchers into Indonesian based on aspects of self-compassion, such as self-kindness, common humanity, and mindfulness. The self-compassion scale has a reliability coefficient of 0.787.

Emotional intelligence was measured using a scale modified from Rudyanto (2011) based on aspects of emotional intelligence from Goleman (2009), including recognizing one's emotions, managing emotions, motivating oneself, recognizing the emotions of others, and building relationships with others. This scale consists of 40 items. The scale of emotional intelligence has a reliability coefficient of 0.892.

Results and Discussion



This study aims to examine empirically the relationship between self-compassion and emotional intelligence on nurses. This study used a quantitative method for 86 nurses who worked in hospitals. The data analysis technique used in this study is product moment correlation and the coefficient obtained is $r = 0.549$ with a significance level of $p = 0.01$. Based on the results of the analysis it can be concluded that the hypothesis in this study is accepted, that is, there is a very significant relationship between self-compassion and emotional intelligence. This shows that, the higher the nurse's self-compassion, the higher the emotional intelligence of the nurse. If the nurse is able to accept and give understanding of abilities and self-deficiencies when doing their duties, the nurse will also have the ability to empathize with the feelings of the patient or colleague, can build good relationships with patients and their families, and be more optimistic in working.

The results of this study are in line with the research conducted by Altuntas, Akyıl & Burkay, Kaya & Keçeci, Kuzu & Eker, and Unsar et al (in Senyuva, Kaya, Isik, & Bodur, 2013) that self-compassion and emotional intelligence are the basic elements from care. This ability plays an important role in the relationship and communication between nurses, patients and families. The results of this study have a conclusion that every educational activity in nursing education that aims to develop self intelligence or emotional intelligence can positively improve both aspects and for that reason, this aspect is considered integrated. The purpose of this study is to show that a person must be able to regulate his negative emotions and see them clearly through a process that involves self-compassion.

On the results of the mean empirical calculation and the hypothetical mean on the self-compassion scale, an empirical mean of 65.67 was obtained, which means the sample in this study was in the category of moderate self-compassion. This shows that the sample in this study can accept themselves well. The research sample can give goodness to oneself, not criticize the shortcomings that exist within oneself, and acknowledge that suffering experienced by oneself can also



occur in all individuals in this world. According to Wismanto (2013), in situations that are psychologically uncomfortable, self-compassion is the most powerful media to free themselves from destructive reactions. Automatic thoughts that arise when in negative situations are reduced when individuals have adequate self-compassion. Mindfulness which is one aspect of self-compassion can objectively view emotions and negative thoughts. Self-compassion does not replace negative emotions to be directly positive, but positive emotions are generated by embracing existing negative emotions.

In the empirical mean calculation and hypothetical mean, the empirical mean on the emotional intelligence scale is 97.34, which means the sample in this study is in the category of high emotional intelligence. This shows that the sample in this study has the ability to recognize and manage emotions themselves, is able to empathize with the feelings of patients or colleagues, can foster good relationships with patients and their families, and can be more optimistic at work. According to Joyce (in Bakr & Safaan, 2012) several studies show that nurses with a higher level of emotional intelligence show strong self-awareness and a high level of interpersonal skills and are empathetic and adaptable and tend to connect easily with patients and meet needs their psychology.

Conclusion

This study shows that there is a very significant relationship between self-compassion and emotional intelligence. This shows that, the higher of the nurse's self-compassion, the higher of the nurse emotional intelligence. Based on the results of the mean empirical calculation of the self-compassion score and emotional intelligence of the study sample, it is known that the research sample on the scale of self-compassion measurement is in the moderate category, and on the emotional intelligence measurement scale is in the high category.



Suggestion

It is expected that nurses can get self-compassion training because according to the results of the study, the level of self-compassion of nurses is in the middle category. Self-compassion training is carried out in order to improve the ability of nurses to receive and give understanding of their abilities and self-deficiencies that will improve their emotional intelligence abilities.

The next researcher is expected to conduct research on the contribution of the components of self-compassion to emotional intelligence so that it can produce a more complete picture of the effects of the components of each component of self-compassion on the high and low emotional intelligence.

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