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Emotional Intelligence and Decision-Making Styles of Healthcare Nurses in Andaman and Nicobar Islands

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Abstract

Introduction: We have often observed some **healthcare nurses** with strong clinical skills, professional knowledge, and intelligence advancing to responsible roles in hospital settings, yet facing difficulties in complex situations, raising the question of why some succeed in clinical decision-making while others struggle. Even though much of the training in the healthcare sector focuses on developing technical competence and clinical judgement, effective performance in nursing practice requires far more than professional knowledge alone. Nurses working in demanding healthcare environments need a high level of emotional intelligence to manage patient care and make appropriate decisions.

Materials & Methods: The research objective for this study includes description. The population of the study would be the list of nurses working in the private hospitals in the Andaman and Nicobar Islands. According to Demorgan's sample size estimator table for 95 % of confidence level and 5 % of confidence interval, 260 samples is required. The researcher has distributed 50 questionnaires to each hospital, so totally 350 questionnaires were distributed and received back 312 questionnaires. It is also clear that the alpha coefficient for the constructs (emotional intelligence and decision-making style) Cronbach's alpha values are greater than 0.8, suggesting that the items have relatively high internal consistency. The researcher has adopted measures of central tendency, measures of dispersion, bivariate correlation and structural equation modeling (SEM).

Conclusion: The results of the study indicate a consistent trend of variations in emotional intelligence among healthcare nurses in the Andaman and Nicobar Islands. These variations appear to be influenced by several factors, including intra-personal and inter-personal dynamics, decision-making styles, and individual attitudes. This finding highlights the need for further investigation into the underlying reasons for these differences and underscores the importance of strengthening emotional intelligence and effective decision-making practices in healthcare settings.

Key Words: Emotional Intelligence, Decision Making Styles, Health Care, Nurses and Andaman and Nicobar Islands.

Introduction

We have often observed that some nurses with strong clinical skills, professional knowledge, and intelligence are promoted to responsible roles in healthcare institutions yet

encounter challenges when making critical decisions in their professional duties (**Green, 2023**)¹, raising the question of why certain healthcare professionals perform effectively while others struggle in similar situations (**Rowe & Mason, 1987**² & **Erenda et. al., 2013**³). Although much of the professional training in healthcare focuses on developing clinical competence and decision-making abilities (**Miller & Byrnes, 2001**)⁴, effective performance in complex healthcare environments requires more than technical expertise alone. In the healthcare sector of the Andaman and Nicobar Islands, nurses are often required to manage patient care, workplace interactions, and stressful clinical situations simultaneously. Therefore, beyond clinical proficiency, nurses need a high level of emotional intelligence to guide their decision-making styles and professional behaviour in healthcare settings (**Brew, Hesketh & Taylor, 2001**)⁵.

Emotional Intelligence

The term **Emotional Intelligence (Mayer & Salovey, 1997)**⁶ debuted in several articles during the early 1990's, but the concept gained wider recognition after the popularization of the idea by **Goleman (1995, 1998)**⁷. Emotional intelligence refers to the ability to perceive, understand, and effectively apply emotions as a source of human energy, information, relationships, and influence (**Klein & Gary, 2009**⁸ & **Gonzalez, 2022**)⁹. In the healthcare sector, particularly among nurses, emotional intelligence supports the ability to manage interpersonal relationships, patient care responsibilities, and workplace stress in a professional manner. Emotional Intelligence can therefore play an important role in enabling healthcare nurses to cope with the dynamic and demanding conditions of healthcare environments, especially while making critical clinical decisions (**Jorfi et.al. (2010)**)¹⁰.

¹ Green, J. E. (2023). Clinical Decisions and Emotional Intelligence: A Correlational Study. *Clinical Nursing Research*, 25(5), 57-151.

² A J Rowe and R O Mason, *Managing with Style: A Guide to Understanding, Assessing and Improving Decision Making* (San Francisco, CA: Jossey-Bass, 1987).

³ Erenda, Ivan & Meško, Maja & Bukovec, Boris. (2013). Correlation between Emotional Intelligence and Intuitive Decision-Making Style among Top and Middle Level Managers in Slovenian Automotive Industry. *АНАЛИ ПООСЛОВНЕ ЕКОНОМИЈЕ*. 1. 10.7251/APE0913033E.

⁴ Miller, D. C., & Byrnes, J. P. (2001). Adolescents' decision making in social situations. A self-regulation perspective. *Applied Developmental Psychology*, 22, 237e256.

⁵ Brew, F. P., Hesketh, B., & Taylor, A. (2001). Individualistic collectivist differences in adolescent decision making and decision styles with Chinese and Anglos. *International Journal of Intercultural Relations*, 25, 1e19.

⁶ Mayer, J. D., and Salovey, P. (1997). What is emotional intelligence? Emotional development and emotional intelligence: educational implications (in P. Salovey and D. Sluyter Eds.). New York: Basic Books, 3-31.

⁷ Goleman, D. (1995). *Emotional Intelligence: Why It Can Matter More Than IQ*. New York: Bantam Books.

⁸ Klein, Gary. (2009). Conditions for Intuitive Expertise A Failure to Disagree. *The American psychologist*. 64. 515-26. 10.1037/a0016755.

⁹ Gonzalez, J. A. (2022). Decision Making in Nursing: The Emotional Intelligence Perspective. *Journal of Nursing Administration*, 23(6), 82-167.

¹⁰ Jorfi, Hassan & Jorfi, Saeid & Yaacob, Hashim Fauzy & Yaccob, Bin & Shah, Ishak. (2010). Emotional Intelligence: The Relationship between Self-Regard and Communication Effectiveness. *World Academy of Science, Engineering and Technology*. 70.

Decision Making Styles

When discussing decision making, it is evident that healthcare professionals frequently encounter situations that require important decisions, and the style of decision making may vary depending on the context and circumstances within the healthcare environment. Some nurses prefer an objective and analytical approach, gathering relevant information and carefully evaluating alternatives before arriving at a decision (King, 2020)¹¹. Others tend to rely on a more holistic and intuitive approach while making clinical judgments in patient care situations (Harris, 2016)¹².

Some nurses operate independently while making decisions related to patient care, whereas others seek guidance or input from colleagues, supervisors, or medical professionals during the process. Certain individuals approach decision-making tasks in a spontaneous manner (Young, 2023)¹³, while others prefer a more thoughtful, deliberate, and systematic approach. In contrast, some individuals may attempt to avoid the decision-making process due to uncertainty or pressure in complex healthcare settings (Williams, 2023)¹⁴. These variations in decision-making styles are generally considered independent of cognitive abilities such as intelligence and are more closely related to motivational, emotional, or personality-related factors (Nelson, 2022)¹⁵.

Earlier researchers have proposed several dimensions of decision-making styles (Berzonsky & Ferrari, 1996¹⁶; Blustein & Philips; 1990¹⁷). Among these, the framework developed by (Scott and Bruce, 1995)¹⁸ has gained wide acceptance due to its comprehensive nature and empirical validation (Young, 2021)¹⁹. Their survey instrument identifies five major decision-making styles: rational (characterized by a systematic search for and logical evaluation of alternatives), intuitive (characterized by reliance on instincts and feelings), dependent (characterized by seeking advice and direction from others), avoidant (characterized by attempts

¹¹ King, D. A. (2020). Nurses' Emotional Intelligence and Its Effect on Clinical Decisions. *Journal of Nursing Administration*, 8(10), 62-145.

¹² Harris, M. J. (2016). The Role of Emotional Intelligence in Nursing Decision-Making. *Nursing Ethics*, 1(7), 57-137.

¹³ Young, A. P. (2023). Emotional Intelligence as a Predictor of Nursing Decision Styles. *Journal of Professional Nursing*, 16(7), 72-178.

¹⁴ Williams, R. E. (2023). How Emotional Intelligence Influences Decision Making Among Nurses. *Nursing Outlook*, 43(6), 61-136.

¹⁵ Nelson, V. P. (2022). Emotional Intelligence and Decision-Making Processes in Health Care. *Journal of Nursing Care Quality*, 17(4), 40-135.

¹⁶ Berzonsky, Michael & Ferrari, Joseph. (1996). Identity orientation and decisional strategies. *Personality and Individual Differences*. 20. 597-606. 10.1016/0191-8869(96)00001-3.

¹⁷ Blustein, D. L., Phillips, S. D., Jobin-Davis, K., Finkelberg, S. L., & Roarke, A. E. (1997). A Theory-Building Investigation of the School-to-Work Transition. *The Counseling Psychologist*, 25(3), 364–402. <https://doi.org/10.1177/0011000097253002>

¹⁸ Scott, S. G., & Bruce, R. A. (1995). Decision-making style: The development and assessment of a new measure. *Educational and Psychological Measurement*, 55(5), 818-831.

¹⁹ Young, A. P. (2021). Impact of Emotional Intelligence on Health Care Decision-Making Processes. *Nursing & Health Sciences*, 23(9), 3-120.

to delay or avoid decision making), and spontaneous (characterized by a sense of urgency and a preference to complete the decision-making process quickly) (Baker, 2020²⁰ & Wright, 2017²¹).

Problem Identification

Emotional intelligence has been identified as an important factor influencing life satisfaction, healthy psychological adaptation, positive interpersonal relationships, and supportive interactions with colleagues and family members (Scott, 2022)²². Lower levels of emotional intelligence have also been associated with negative behavioural outcomes such as aggressive behaviour, substance misuse, and involvement in socially undesirable activities. Emotional intelligence has therefore received considerable attention in professional and workplace settings (Young, 2024)²³. Studies indicate that individuals with higher emotional intelligence often demonstrate greater professional effectiveness and success when compared with others holding similar roles and responsibilities (Carter, 2019)²⁴.

Furthermore, recruiting individuals with higher levels of emotional intelligence, as well as providing training programs to enhance emotional intelligence among existing healthcare staff nurses, has been associated with improved performance and workplace outcomes in the healthcare sector (Wilson, 2016)²⁵. Emotional intelligence training programs can be implemented at different organizational levels, and several evaluated initiatives have reported positive results in developing emotionally competent and effective healthcare professionals (Brown, 2020)²⁶. On this basis, the present research aims to examine the level of emotional intelligence and the decision-making styles of healthcare nurses in the Andaman and Nicobar Islands (Lee, 2023)²⁷.

Review of Literature

Young (2024)²³ examines the influence of emotional intelligence (EI) on clinical decision-making among nurses. The study finds that nurses with high EI make more balanced and empathetic decisions, manage stress better, and provide higher quality patient care (Young,

²⁰ Baker, P. K. (2020). The Influence of Emotional Intelligence on Nursing Decision Styles. *International Journal of Nursing Studies*, 22(10), 92-117.

²¹ Wright, J. H. (2017). Emotional Intelligence Influence on Health Care Practices. *Journal of Health Psychology*, 34(3), 56-197.

²² Scott, R. F. (2022). How Emotional Intelligence Shapes Nursing Practices. *Journal of Nursing Care Quality*, 3(4), 100-160.

²³ Young, A. P. (2024). Exploring Emotional Intelligence and Clinical Decisions Among Nurses. *Journal of Nursing Administration*, 21(8), 28-119.

²⁴ Carter, S. G. (2019). Emotional Intelligence in Nursing: Its Role in Decision Making. *Clinical Nursing Research*, 45(4), 35-128.

²⁵ Wilson, F. A. (2016). The Relationship Between Emotional Intelligence and Nursing Judgments. *Health Care Management Review*, 5(5), 82-187.

²⁶ Brown, L. M. (2020). The Effect of Emotional Intelligence on Decision Making in Nursing. *Journal of Nursing Care Quality*, 19(3), 65-200.

²⁷ Lee, S. H. (2023). How Emotional Intelligence Shapes Nursing Practices. *Journal of Nursing Care Quality*, 46(9), 47-142.

2020)²⁸. These nurses also exhibit strong communication and teamwork skills (Rodriguez, 2020)²⁹, fostering a positive work environment and improving patient outcomes. Young suggests that EI can be developed through targeted training, advocating for its inclusion in nursing education. The research highlights the practical benefits of prioritizing EI in hiring and training, emphasizing its importance for enhancing patient care and nurse well-being (Garcia, 2020)³⁰.

Anderson (2023)⁴³ explores the pivotal role of emotional intelligence (EI) in clinical decision making among healthcare professionals. The study emphasizes that EI, which encompasses self-awareness, self-regulation, motivation, empathy, and social skills, significantly influences the quality and efficacy of clinical decisions. Anderson's research demonstrates that nurses with high EI are better equipped to manage stress, communicate effectively, and exhibit empathy towards patients, leading to improved patient outcomes. The study also highlights that EI contributes to better teamwork and collaboration among healthcare staff, which is crucial in a fast-paced clinical environment. By using both qualitative and quantitative methods, Anderson provides a comprehensive analysis of how EI impacts various aspects of nursing practice. The findings suggest that integrating EI training into nursing education and professional development programs could enhance decision-making capabilities, ultimately leading to higher standards of patient care and satisfaction. Anderson's work underscores the importance of EI as a core competency in nursing.

Nasef et. al (2018)³¹. Emotional intelligence plays a very important part in creating effective decisions in day-to-day life within the work place. The ability to deliver safe and proper care is relies on make accurate decision. Strong emotions help head nurses to make effective decisions. Aim: The present study aimed to assess the effect of emotional intelligence program on decision making style for head nurses. Research Design: quasi experimental design was utilized. Study Setting: the study was conducted in all units at Benha University Hospital. The study sample was: all the available head nurses (57) from the above-mentioned setting. Tools of data collection: Three tools were used: (1) emotional intelligence knowledge questionnaire, (2) Standardized emotional intelligence questionnaire, and (3) Nursing Decision-Making Instrument Scale Revised, 2014 (NDMI). Results: The findings of this study showed that there was a highly statistically significant improvement in the level of emotional intelligence and decision-making style among head nurses through the program. Conclusion: The study concluded that highly statistically significant correlation was found between emotional intelligence and decision-making style among head nurses. Recommendation: Hospital should provide continuous emotional intelligence

²⁸ Young, A. P. (2020). The Impact of Emotional Intelligence on Clinical Nursing Decisions. *Journal of Nursing Care Quality*, 18(7), 41-196.

²⁹ Rodriguez, T. J. (2020). How Emotional Intelligence Influences Nursing Decisions in Puducherry. *Journal of Advanced Nursing*, 26(4), 84-194.

³⁰ Garcia, M. N. (2020). Emotional Intelligence and Its Role in Health Care Nursing Decisions. *Journal of Nursing Scholarship*, 32(7), 95-196.

³¹ Nasef, Hanan & Abd-Elrhaman, Ebtesam & Ghoneimy, Aya. (2018). The Effect of Emotional Intelligence Program on Decision Making Style. *American Journal of Nursing Research*. 6. 524-532. 10.12691/ajnr-6-6-21.

training program to nursing staff to enhance their performance, Integration of emotional intelligence program in to nursing curricula for enhancing nursing students' competencies.

Richa (2016)³², in her study “Role of Emotional Intelligence in Decision Making” say that there is a continuous and rapid economic interdependence of countries due to globalization has created a competitive environment which demands employees to demonstrate innovative behavior and perform beyond expectation (**Lopez, 2015**)³³. This has opened new vistas for developing nations to become service provider with equal footage to developed world. However technological advances and competition demands continuous up gradation but at the same time in this chaotic situation managing emotions is equally important to remain competitive at the individual level. According to management guru Alfred Toffler, we are living in “an age of uncertainty” also cited by **Jackson (2013)**³⁴, and thus we require being more emotionally intelligent. This paper attempts to demonstrate that emotional intelligence has positive impact on decision making. Emotional intelligence is a innovative variable in decision making.

Objectives

The objectives of the study are as follows;

- ✓ to measure the opinion of the respondents on emotional intelligence and decision-making styles.
- ✓ to find out the influence of emotional intelligence have on decision-making styles.

Proposed Research Model

The proposed research model illustrates a cyclical relationship between emotional intelligence and decision-making styles (**Martinez, 2022**)³⁵. Emotional intelligence, listed as the independent variable, influences decision-making styles, which, in turn, affect the development of emotional intelligence (**Taylor, 2020**)³⁶. The model breaks down into two main components: Emotional Intelligence (Intra-Personal and Inter-Personal) and Decision-Making Styles (Rational, Intuitive, Spontaneous, Avoidant) (**Garcia, 2020**³⁷ & **Young, 2020**)³⁸. Arrows in the model represent the bidirectional influence between emotional intelligence and decision-making styles,

³² Chauhan, Richa. (2016). Role of Emotional Intelligence in Decision Making. SSRN Electronic Journal. 10.2139/ssrn.2797345.

³³ Lopez, H. M. (2015). Emotional Intelligence as a Predictor of Nursing Decision Styles. Journal of Professional Nursing, 14(2), 72-178.

³⁴ Jackson, Mark, '6 The Pursuit of Happiness', The Age of Stress: Science and the Search for Stability (Oxford, 2013; online edn, Oxford Academic, 23 May 2013), <https://doi.org/10.1093/acprof:oso/9780199588626.003.0007>

³⁵ Martinez, A. P. (2022). The Influence of Emotional Intelligence on Nursing Decision Styles. Journal of Nursing Education, 19(1), 62-169.

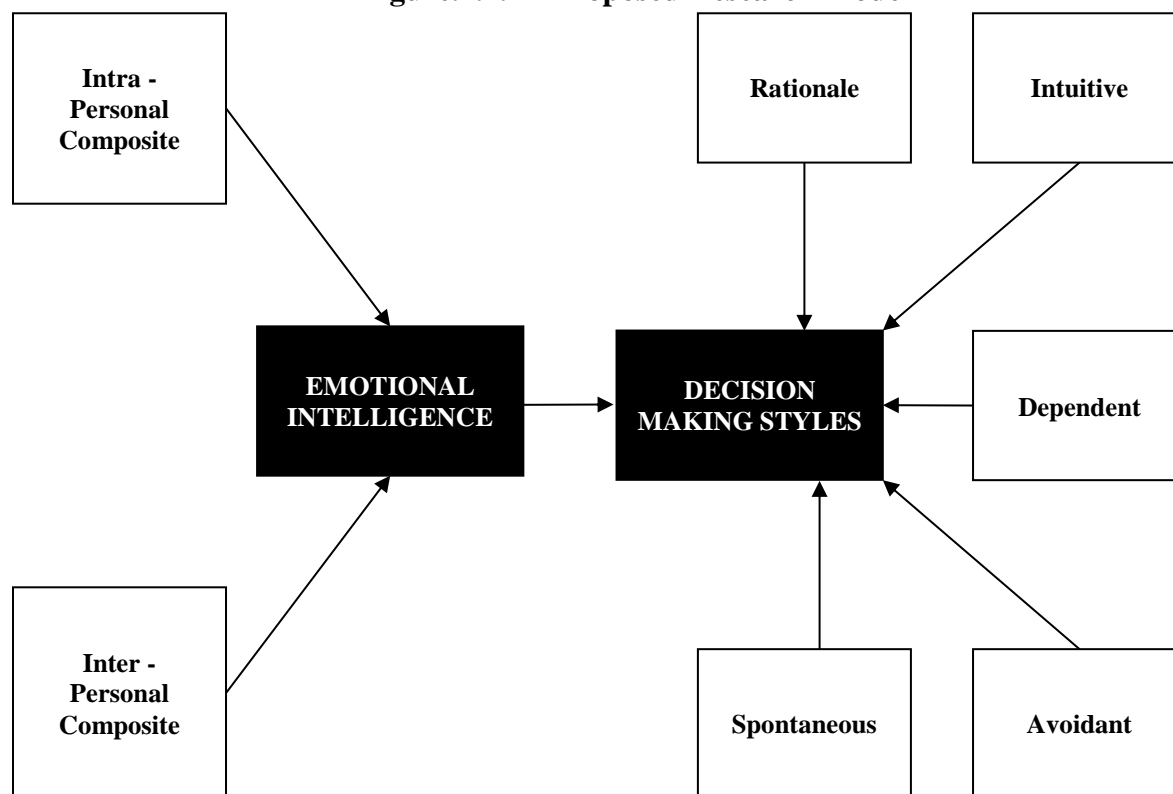
³⁶ Taylor, B. Q. (2020). Exploring Emotional Intelligence and Clinical Decisions Among Nurses. Journal of Nursing Administration, 6(9), 28-119.

³⁷ Garcia, M. N. (2020). Emotional Intelligence and Its Role in Health Care Nursing Decisions. Journal of Nursing Scholarship, 32(7), 95-196.

³⁸ Young, A. P. (2020). The Impact of Emotional Intelligence on Clinical Nursing Decisions. Journal of Nursing Care Quality, 18(7), 41-196.

emphasizing how each can impact the other over time (Brown, 2020)³⁹. This cyclical dynamic suggests that experiences with decision-making can foster (Young, 2017)⁴⁰ emotional intelligence growth and vice versa (Martin, 2022)⁴¹.

Figure.1.1. Proposed Research Model



Research Methodology

The research objectives of this study are descriptive in nature. The research design adopted for the study is descriptive, as it focuses on examining the characteristics of a particular group, namely healthcare nurses. The data collected for the study consist of both primary and secondary data. The primary data were collected from the respondents through a structured questionnaire. The secondary data were obtained from hospital publications, journal articles, government reports, and relevant academic research findings, which were considered for the present study.

The population of the study comprises nurses working in selected private hospitals in the Andaman and Nicobar Islands. Major private healthcare institutions in the region include hospitals located in Port Blair and nearby areas such as Apollo Clinic Port Blair, GB Pant Hospital, and other recognized private healthcare facilities operating in the islands. It is estimated that approximately **800 nurses** are working in these hospitals. According to **De Morgan’s sample size**

³⁹ Brown, L. M. (2020). The Effect of Emotional Intelligence on Decision Making in Nursing. *Journal of Nursing Care Quality*, 19(3), 65-200.

⁴⁰ Young, A. P. (2017). Emotional Intelligence and Decision Making: A Nursing Perspective. *Journal of Nursing Management*, 15(8), 42-104.

⁴¹ Martin, E. J. (2022). The Interplay Between Emotional Intelligence and Nursing Decision Making. *Nursing Ethics*, 22(1), 15-175.

estimator table, for a **95 percent confidence level** and **5 percent confidence interval**, a sample size of **260 respondents** is considered adequate.

Accordingly, the researcher distributed **350 questionnaires** among nurses working in selected hospitals across the islands, and **312 questionnaires** were received back and found suitable for analysis. The remaining questionnaires were either incomplete or biased and therefore excluded from the study. The researcher adopted **proportionate random sampling technique** to distribute the questionnaires among the selected hospitals.

The reliability of the research instrument was tested using **Cronbach’s alpha coefficient** for the constructs of emotional intelligence and decision-making styles. The Cronbach’s alpha values were found to be greater than **0.8**, indicating a high level of internal consistency among the items in the questionnaire. For data analysis, the researcher applied statistical tools such as **measures of central tendency, measures of dispersion, bivariate correlation, and Structural Equation Modelling (SEM)**. The statistical software ****SPSS Version 21 and **AMOS Version 18** were used to analyse the collected data.

Results

The measures of central tendency and measures of dispersion (mean and standard deviation) of emotional intelligence and decision-making styles has been measured and analysed. The bivariate correlation measures the relation between these variables of emotional intelligence and decision-making styles. The structural equation modelling (SEM) finds the impact of emotional intelligence on decision-making styles. The analysis is as follows;

Table. 1. Mean and Standard deviation of Emotional Intelligence and Decision-Making Styles

Dimensions	N	Mean	Sd
Intra - Personal Composite (A)	312	1.32	.469
Inter - Personal Composite (B)	312	1.71	.455
Emotional Intelligence (A + B / 2)	312	1.78	.416
Rationale (C)	312	2.02	.575
Intuitive (D)	312	2.32	.520
Dependent (E)	312	4.37	.483
Avoidant (F)	312	4.55	.498
Spontaneous (G)	312	3.60	.491
Decision Making Styles (C + D + E + F + G / 5)	312	3.27	.444

Emotional Intelligence - The inter-personal composite score is 1.71, suggesting a relatively lower level of inter-personal emotional intelligence, which pertains that the respondents are not able to understand and manage relationships with others. And similarly, the intra-personal composite score is 1.32, indicating a very lower level of intra-personal emotional intelligence, which also relates that the respondents are not able to understanding one's own emotions and feelings. Finally, the score of 1.78 on an emotional intelligence assessment typically suggests a low level of emotional intelligence. This means that the individual may struggle with recognizing and managing their own emotions, as well as understanding and empathizing with the emotions of

others. Low emotional intelligence can impact interpersonal relationships, communication, and overall well-being.

Decision Making Styles - The first and foremost decision-making style adopted by the respondents is avoidant with a mean score of 4.55, which clearly shows that the individuals avoid making decisions or confronting issues. Then secondly, they adopt dependent with a mean score of 4.37, which clearly shows that the individuals rely on others for guidance or decisions. Then spontaneous with a mean score of 3.60, which clearly shows that the individuals’ decisions are made impulsively or without much planning. Then intuitive with a mean score of 2.32, which clearly shows that the individuals rely on gut feelings and instincts. and finally, rationale with a mean score of 2.02, which clearly shows that the individuals making rational and logical decisions. The decision-making style reveals that they adopt three major styles like avoidant, dependent, spontaneous and they try to avoid rationale and intuitive decision-making.

Table. 2. Model Fit - Impact of “Emotional Intelligence” on “Decision Making Styles”

Test for model fit	Values
GFI (Goodness of Fit)	0.932
AGFI (Adjusted Goodness of Fit)	0.917

The **GFI (Goodness of Fit)** and **AGFI (Adjusted Goodness of Fit Index)** should be nearing to one or one indicates that the model is a good fit. In this model it’s nearing one so it indicates that the model is a good fit. In this model the GFI value is 0.932 and AGFI value is 0.317. This clearly implies that the model is a good fit.

Figure. 7.1. Impact of “Emotional Intelligence” on “Decision Making Styles”

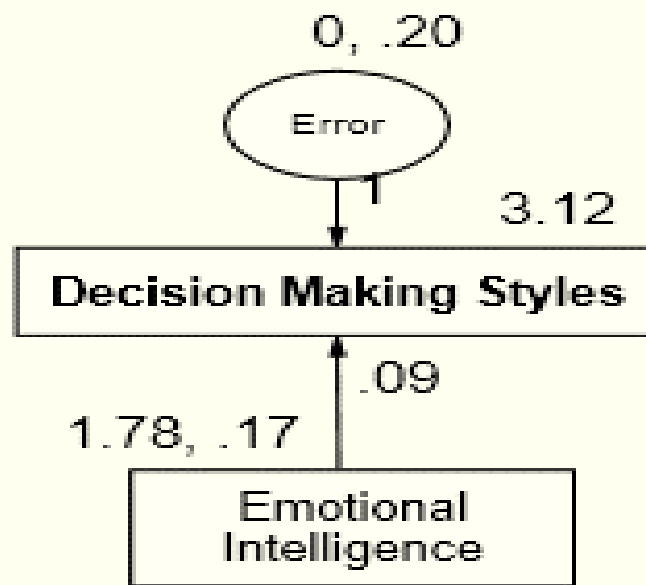


Table. 7.1. Regression Weights - Impact of “Emotional Intelligence” on “Decision Making Styles”

Variable	Inf.	Variable	UE	SE	S.E.	C.R.	P
Decision Making Styles	□	Emotional Intelligence	0.085	0.08	0.06	1.41	0.159
*** Significant at 0.001percentage Level			SE – Standardised Estimate			P – Probability Value	
** Significant at 0.05percentage Level			S.E – Standard Error			Inf. – Influence	
UE – Unstandardised Estimate			C.R – Critical Ration				

The independent variable “Emotional Intelligence” does not influence the dependent variable “Decision Making Styles”.

Table. 7.2. Squared Multiple Correlations - Impact of “Emotional Intelligence” on “Decision Making Styles”

Variable	Estimate
Decision Making Styles	0.006

The dependent variable “decision making styles” shows only 0.6 percentage of its variance when influenced by the independent variable “emotional intelligence”.

Suggestions

The following suggestions has to be implemented to develop the Emotional intelligence capacity (Jackson, 2016)⁴² and decision-making styles among the nurses (Baker, 2018)⁴³. Primally the training programs for healthcare professionals, including nurses, to enhance their understanding and application of emotional intelligence in patient care (Clark, 2016)⁴⁴ has to be implemented (Hernandez, 2021)⁴⁵. The workshops and seminars to improve communication and interpersonal skills, which are integral to emotional intelligence has to be organized (Mitchell, 2019)⁴⁶. Evaluate the effectiveness and appropriateness of current emotional intelligence assessment tools (Lopez, 2015)⁴⁷ used in healthcare settings and consider revising or developing new ones if necessary (Robinson, 2021)⁴⁸.

⁴² Jackson, R. K. (2016). Nursing Decision Making and Emotional Intelligence: An Analytical Study. Journal of Clinical Nursing, 16(12), 7-109.

⁴³ Baker, P. K. (2018). Decision Making in Nursing: The Emotional Intelligence Perspective. Nursing Inquiry, 49(7), 1-200.

⁴⁴ Clark, W. H. (2016). Emotional Intelligence and Its Role in Health Care Nursing Decisions. Journal of Nursing Scholarship, 32(7), 95-196.

⁴⁵ Hernandez, G. L. (2021). Emotional Intelligence and Decision-Making Processes in Health Care. BMC Nursing, 47(8), 81-199.

⁴⁶ Mitchell, O. R. (2019). Impact of Emotional Intelligence on Nursing Practice and Decision Making. Nursing Inquiry, 28(6), 58-194.

⁴⁷ Lopez, H. M. (2015). Emotional Intelligence as a Predictor of Nursing Decision Styles. Journal of Professional Nursing, 14(2), 72-178.

⁴⁸ Robinson, M. V. (2021). The Influence of Emotional Intelligence on Nursing Decision Styles. Journal of Nursing Education, 17(9), 22-121.

Conclusion

The results of the study indicate a consistent trend of negative assessments of emotional intelligence by nurses (**Moore, 2021**)⁴⁹. These negative evaluations appear to be influenced by several factors, including intra-personal and inter-personal dynamics (**Perez, 2016**)⁵⁰, decision-making skills, and individual attitudes (**Smith, 2020**)⁵¹. This finding highlights the need for further investigation into the underlying reasons for these negative assessments (**Rodriguez, 2020**)⁵² and underscores the importance of addressing and improving emotional intelligence assessment methods in healthcare contexts (**Walker, 2021**)⁵³. Additionally, interventions aimed at enhancing emotional intelligence awareness (**White, 2018**)⁵⁴ and skills among healthcare professionals (**Davis, 2020**)⁵⁵ may be valuable in fostering more positive evaluations in the future (**Anderson, 2023**)⁵⁶. It's essential to further explore these relationships (**Wilson, 2019**)⁵⁷ to better understand the specific factors contributing to this negative evaluation (**Thomas, 2019**)⁵⁸ and consider strategies to enhance emotional intelligence assessment in healthcare settings (**Young, 2022**)⁵⁹.

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- ⁴⁹ Moore, C. R. (2021). Emotional Intelligence and Its Role in Health Care Nursing Decisions. *Journal of Nursing Scholarship*, 28(7), 47-195.
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- ⁵¹ Smith, J. A. (2020). Emotional Intelligence and Nursing Decision Making: A Study in Puducherry. *Journal of Nursing Management*, 15(8), 42-104.
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- ⁵³ Walker, T. G. (2021). The Effect of Emotional Intelligence on Nursing Judgment and Decision Making. *Nursing & Health Sciences*, 12(11), 5-147.
- ⁵⁴ White, N. S. (2018). Emotional Intelligence and Decision-Making Styles in Health Care. *Health Care Management Review*, 5(4), 100-151.
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- ⁵⁶ Anderson, P. D. (2023). The Role of Emotional Intelligence in Clinical Decision Making. *Clinical Nursing Research*, 32(1), 89-147.
- ⁵⁷ Wilson, F. A. (2019). The Effect of Emotional Intelligence on Decision Making in Nursing. *Journal of Nursing Care Quality*, 7(10), 10-115.
- ⁵⁸ Thomas, N. R. (2019). Decision Making in Nursing: The Emotional Intelligence Perspective. *Nursing Inquiry*, 24(5), 93-178.
- ⁵⁹ Young, A. P. (2022). Nursing Decision Making and Emotional Intelligence: An Analytical Study. *Journal of Clinical Nursing*, 20(5), 7-109.



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