

Thesis Title Emotional Intelligence and Transformational Leadership of Head Nurses in University Hospitals of Kunming Medical University, The People's Republic of China

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ABSTRACT

Transformational leadership is needed due to rapid changes in the health care system. Emotional intelligence is important for head nurses to show effective leadership. The purposes of this descriptive correlational study were to explore the level of emotional intelligence and transformational leadership, and to assess the relationship between emotional intelligence and transformational leadership of head nurses in Kunming, Yunnan province, The People's Republic of China. The sample consisted of 216 head nurses who worked in 8 university hospitals of Kunming Medical University. Research instruments included the Wong and Law Emotional Intelligence Scale and the Leadership Practices Inventory. The Cronbach's alpha coefficients were .86 and .93, respectively. Data were analyzed using descriptive statistics and Pearson's product-moment correlation coefficient.

The results of this study were as follows:

1. The overall transformational leadership of head nurses was at a high level ($\bar{x} = 221.36$, $SD = 34.53$). However, inspire a shared vision and challenge the process dimensions were at a moderate level.
2. The overall emotional intelligence of head nurses was at a high level ($\bar{x} = 5.12$, $SD = 0.76$). However, regulation of emotion and others' emotion appraisal dimensions were at a moderate level.
3. There was a positive correlation between head nurses' emotional intelligence and transformational leadership ($r = .50$, $p < 0.01$).

Nurse administrators could apply the results of this study as baseline information to develop and enhance emotional intelligence that affects transformational leadership among head nurses in nursing organization.

2. ความฉลาดทางอารมณ์ของพยาบาลหัวหน้าหอผู้ป่วยในภาพรวมอยู่ในระดับสูง ($\bar{X} = 5.12$, $SD = 0.76$) อย่างไรก็ตาม ด้านการควบคุมอารมณ์และการสำรวจอารมณ์ของผู้อื่นอยู่ในระดับปานกลาง

3. ความฉลาดทางอารมณ์มีความสัมพันธ์เชิงบวกกับภาวะผู้นำเชิงปฏิรูปของพยาบาลหัวหน้าหอผู้ป่วย ($r = .50$, $p < 0.01$)

ผู้บริหารทางการแพทย์สามารถนำผลการศึกษานี้ไปเป็นข้อมูลพื้นฐานในการพัฒนาและเสริมสร้างความฉลาดทางอารมณ์ที่ส่งผลต่อภาวะผู้นำเชิงปฏิรูปของพยาบาลหัวหน้าหอผู้ป่วยในองค์กรพยาบาล