

# The Association between Managerial Intelligence and the Managerial Performance of Nurse Managers

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Nurse Managers have an important role in providing effective, quality and safe nursing care. Managerial intelligence of Nurse Managers has a great impact on their performance. This descriptive cross-sectional study was conducted in 2017. Nurse Managers including matrons, supervisors and head nurses of clinical wards of Sari hospitals participated in this study by census. The researcher-made questionnaire of managerial intelligence (including three dimensions of Intelligence, Emotional and Political Quotient) and the researcher-made questionnaire of evaluating the performance of Nurse Managers including 8 managerial functions (decision making, planning, organizing, coordination, leadership, communication, budgeting and control) were used to collect data. The results showed that the mean of Managerial Intelligence index and the mean score of performance of Nurse Managers were 0.73 from one point and 3.83 from 5 points, respectively. The performance of Nurse Managers had a significant relationship with their Managerial Intelligence ( $r = 0.454$  and  $p \leq 0.001$ ). The highest correlation was observed between managers' performance and their Emotional Intelligence ( $r = 0.557$  and  $p \leq 0.001$ ) and Political Intelligence ( $r = 0.447$  and  $p \leq 0.001$ ). Regarding the domains of intelligence, the highest correlation was observed between Emotional Intelligence with control ( $r = 0.576$  and  $p \leq 0.001$ ) and communication ( $r = 0.517$  and  $p \leq 0.001$ ). Also, Political Intelligence had the highest correlation with communication ( $r = 0.548$  and  $p \leq 0.001$ ). Furthermore, the results of regression test showed that about 30% of the performance of Nurse Managers is predicted by Emotional Intelligence. Managerial Intelligence of Nurse Managers significantly affects their performance. Testing Managerial Intelligence and identifying the strengths and weaknesses of Managerial Intelligence and applying corrective measures will lead to improving Nurse Manager's performance.

**Keywords:** *Managerial intelligence, Managerial Quotient, Managerial performance, Nurse Managers*