

**AN IMPACT OF EMOTIONAL INTELLIGENCE AND BURNOUT ON EMPLOYEE ENGAGEMENT AT BRINDHAVVAN AERION HOSPITAL, BENGALURU**

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**Abstract:**

**Purpose:** the prime objective of the study is to examine to assess the existing relationship between Emotional Intelligence and Burnout on Employee Engagement practices at Brindhavvan Areion Hospital.

**Design/Research methodology:** percentage analysis study surveyed 151 respondents through convenience sampling technique and descriptive and inferential analysis (correlation analysis and regression analysis) were deployed.

**Findings:** Emotional intelligence, which encompasses the ability to recognize, understand, and manage emotions, has been found to positively influence employee engagement by fostering better communication, collaboration, and empathy in the workplace. On the other hand, burnout, characterized by chronic work-related stress and exhaustion, has a detrimental effect on employee engagement, leading to decreased motivation, productivity, and job satisfaction. Therefore, the hospitals that prioritize the development of emotional intelligence skills among employees and address burnout effectively are more likely to enhance employee engagement and create a positive work environment.

**Managerial implications:** Managers should prioritize the development of emotional intelligence skills within their teams, providing training and resources to enhance self-awareness, empathy, and effective communication. Additionally, they should actively monitor and address burnout symptoms among employees, implementing strategies such as workload management, stress reduction initiatives, and promoting work-life balance to mitigate its negative effects on engagement.

**Scope for the future work/Limitations:** The study would choose relevant tests or measurements to assess employees' emotional intelligence levels. The study would entail determining burnout levels using standardized burnout scales like the Malachi Burnout Inventory (MBI) or other validated measures to explore the effect of burnout on employee engagement.

**Keywords:** Emotional Intelligence, Burnout and Employee Engagement.

**Type of manuscript: A Research paper**

**1. INTRODUCTION:**

Emotional Intelligence is better equipped to manage stress, navigate interpersonal relationships, and cope with the challenges of the workplace, which can help prevent burnout. Additionally, fostering emotional intelligence in the workplace can contribute to higher levels of employee engagement by promoting a supportive and empathetic work environment. Emotional intelligence refers to the ability to perceive, understand, manage, and express emotions effectively. It involves being aware of one's own emotions and those of others and using that awareness to navigate social interactions and make well-informed decisions.

Burnout is a state of emotional, mental, and physical exhaustion that occurs when individuals experience chronic stress and overwhelm, particularly in the context of their work or personal responsibilities. It is characterized by feelings of exhaustion, cynicism, and a reduced sense of accomplishment. Burnout often results from prolonged periods of excessive workload, pressure, or unrelenting demands. Employee engagement refers to the level of commitment, enthusiasm, and dedication that employees have toward their work and their organization. Engaged employees are deeply invested in their roles, feel a sense of purpose, and are motivated to contribute to the success of the organization the problem of this study is staff that have higher levels of emotional quotient, burnout, and employee engagement are also more content with their occupations. This is also true for staff that work with or are supervised by emotionally intelligent individuals.

The study evaluates how hospital personnel interacts with patients and aims to understand how their level of emotional intelligence contributes significantly to creating a better atmosphere and increasing job productivity. The main objective of this study is to study the attributes of emotional Intelligence in the nurses, to analyse employee engagement level among nurses, to measure the burnout levels on the nurse, to assess the existing relationship between Emotional Intelligence and Burnout on Employee Engagement practices at Brindhavvan Areion Hospital's keywords of this study is emotional intelligence, burnout, and employee engagement.

## **2. RESEARCH OBJECTIVES AND HYPOTHESES:**

- To study the attributes of emotional Intelligence in nurses.
- To analyze employee engagement level among nurses.
- To measure the burnout levels on the nurses.
- To assess the existing relationship between Emotional Intelligence and Burnout on Employee Engagement practices at Brindhavvan Areion Hospital.

## **HYPOTHESIS:**

- H1: There is a significant relationship between Emotional Intelligence and employee engagement.
- H2: There is a significant relationship between Employee Engagement and Burnout.
- H3: There is a significant relationship between Emotional Intelligence and Burnout.
- H4: Emotional Intelligence and Burn out are significantly predicting Employee Engagement

## **3. REVIEW OF LITERATURE**

Review on emotional intelligence:

1: Rasouli, Alkali, (2015), The objectives is to analysis OCB and EI scores, statistical tools used is descriptive analysis, correlation, scope is to conducted on the relationship between emotional intelligence and organizational citizenship behavior using of this questionnaire in different nursing communities, limitations is Time was not sufficient to cover our internship and not possible to collect large number of respondents and cannot able to study in depth of the subject, findings is (94%) were females and belonged to the age group of 26-30 years. Overall mean score of organizational citizenship behavior scale was 88.21 ( $\pm 10.4$ ), that is concluded that the study suggests that health care managers should organize systematic and dynamic policies and procedures in dealing with emotional intelligence and organizational citizenship behavior to assist critical and emergency nurses.

2: Mahnaz Jabraeili<sup>3</sup>, 2015, objectives is To analysis nursing students' clinical competence and emotional intelligence, Tools used is descriptive and inferential analysis, scope is to conducted on the relationship between emotional intelligence and organizational citizenship behavior using of this questionnaire in different nursing communities., limitations Time was not sufficient to cover our internship and not possible to collect large number of respondents and cannot able to study in depth of the subject, findings is The results of the present study showed that the total EI score and clinical competence of students was more than moderate. The relationship between total EI and clinical, conclusion the relationship between the total emotional intelligence score and clinical competence of students in this study indicated the necessity.

3: Christine Vandenhouten, 2015 objectives is to study the attributes of emotional intelligence, leadership style, tools used descriptive and inferential analysis, scope is HE SCOPE of responsibility, Time was not sufficient to cover our internship and not possible to collect large number of respondents and cannot able to study in depth of the subject, participants in this study were primarily female (92%), white (97%), and 61 years of age or older This study was undertaken to determine the level of and relationship between EI and leadership style of nurse managers employed in Wisconsin and Illinois facilities. A descriptive, exploratory study design was utilized, with a convenience sample of nurse managers working in 6 large Midwestern

4: Slade, P, 2018, The aim of the study was to investigate the social competence (SC) and emotional intelligence (EI) of future physical, findings are the indicators of SC and EI were significantly higher in experimental group in both post-workshop time points. No increases were observed in the control group. It concluded that the results justify the inclusion of interactive psychological courses in the curricula of future PE teachers.

5. Joanna Femiak, 2015, objectives are There is a need to improve the social skills of individuals who will go on to be involved in social professions, particularly teachers. Social competence and emotional intelligence, which enable the establishment of good rapport with future pupils, are especially crucial features within the occupational profile of physical education (PE) graduates. There is a need to improve the social skills of individuals who will go on to be involved in social professions, particularly teachers. Social competence and emotional intelligence, which enable the establishment of good rapport with future pupils, are especially crucial features within the occupational profile of physical education (PE) graduates, scope is The aim of the study was to investigate the social competence (SC) and emotional intelligence (EI) of future physical education (PE) teachers after targeted psychological training, article conclude that The results justify the inclusion of interactive psychological courses in the curricula of future PE teachers.

**Review on burnout:**

6: De Gulch b, 2015, Objectives: This systematic review aims (1) to explore the prevalence of burnout in emergency nurses and (2) to identify specific (individual and work related) determinants of burnout in this population. Method: A systematic review of empirical quantitative studies on burnout in emergency nurses, published in English between 1989 and 2014. Data sources: The databases NCBI Pub Med, Embassy, ISI Web of Knowledge, Informal HealthCare, Picard, Canal, and Silowere searched. Results: Seventeen studies were included in this review. On average 26% of the emergency nurses suffered from burnout. Individual factors such as demographic variables, personality characteristics and coping strategies were predictive of burnout. Work related factors such as exposure to traumatic events, job characteristics and organizational variables were also found to be determinants of burnout in this population. Conclusions: Burnout rates in emergency nurses are high. Job demands, job control, social traumatic events are determinants of burnout, as well as several organizational variables. Consequently, specific action targets for hospital management are formulated to prevent turnover and burnout in emergency nurses.

7. Bronwyn Hayes RN, 2015, To examine the relationships among nurses and work characteristics, job satisfaction, stress, burnout, and the work environment of haemodialysis nurses. Background: Haemodialysis nursing is characterized by frequent and intense contact with patients in a complex and intense environment. Results: Haemodialysis nurses reported an acceptable level of job satisfaction and perceived their work environment positively, although high levels of burnout were found. Nurses who were older and had worked in haemodialysis the longest had higher satisfaction levels, experienced less stress and lower levels of burnout than younger nurses. The in-Centre type of haemodialysis unit had greater levels of stress and burnout than home training units. Greater satisfaction with the work environment was strongly correlated with job satisfaction, lower job stress and emotional exhaustion. Conclusion: Haemodialysis nurses experienced high levels of burnout even though their work environment was favorable, and they had acceptable levels of job satisfaction.

8. Leopoldo Sarli - Parma, 2015, The purpose of this study was to evaluate the correlation between empathy and burnout in nursing students and nurses. Method: This cross-sectional research was conducted in a sample of 298 nurses and 115 nursing students. Socio-demographic and career information was collected. Balanced Emotional Empathy Scale (BEES) and Maslach Burnout Inventory (MBI) were administered. Data were statistically analyzed. Results: 63% of our sample answered questionnaires (54% of nurses and 84% of students). The BEES global mean score was slightly inferior to empathy cut-off of 32. In the student group, two BEES dimension scores were statistically significantly higher than nurses ( $p=0.011$  and  $p=0.007$  respectively, t- test). Empathy was negatively related to age ( $p=0.001$ , ANOVA). Emotional exhaustion (EE) scores of MBI reported statistically significantly lower levels for students

9. Mary L., 2015: Objectives: To describe and explore the prevalence of predictors of professional quality of life (compassion fatigue, burnout, and compassion satisfaction) among Chinese oncology nurses under the guidance of two theoretical models. Design: A cross-sectional design with a survey... Methods: Descriptive statistics, t-tests, one-way analysis of variance, simple and multiple linear regressions were used to determine the predictors of the main research variables. Results: Higher compassion fatigue and burnout were found among oncology nurses who had more years of nursing experience, worked in secondary hospitals, and adopted passive coping styles. Cognitive empathy, training and support from organizations were identified as significant protectors, and 'perspective taking' was the strongest predictor of compassion satisfaction, explaining 23.0% of the variance.

Personality traits of openness and conscientiousness were positively associated with compassion satisfaction, while neuroticism was a negative predictor, accounting for 24.2% and 19.8% of the

11. Emily Read. Objectives: This study tested a model linking authentic leadership, areas of work life, occupational coping self-efficacy, burnout, and mental health among new graduate nurses. We also tested the validity of the concept of interpersonal strain at work as a facet of burnout. Design: A cross-sectional national survey of Canadian new graduate nurses was conducted. Participants: Registered nurses working in direct patient care in acute care settings with less than 3 years of experience were selected from provincial registry databases of 10 Canadian provinces. A total of 1009 of 3743 surveyed new graduate nurses were included in the final sample (useable response rate 27%). Results: The hypothesized model was an acceptable fit for the data. All hypothesized paths were significant. Authentic leadership had a positive effect on areas of work life, which in turn had a positive effect on occupational coping self-efficacy, resulting in lower burnout, which was associated with poor mental health. Review on employee engagement

12. Harry Commandeer, published in 2023, aimed to investigate the impact of CEO compensation on employee engagement. The study concludes that the advantages and disadvantages of higher CEO compensation generally balance out or are not strong enough to significantly influence employee engagement. These findings suggest that other factors may have a more substantial influence on employee engagement, warranting further research in this area.

13. M.Z.M. Omani in 2021, aimed to determine the factors that increase or decrease employee engagement in India. The main objectives of this research were to test 10 hypotheses and examine whether different tools suggested in literature and corporations can enhance employee engagement. Based on their findings, the research concludes that companies should consider regular contact of top management with employees and implement virtual training initiatives. These measures are deemed crucial for fostering and improving employee engagement in the context of remote work during the Covid-19 pandemic.

14. Lukasz Ra in 2022 aimed to verify whether the great resignation phenomenon is primarily caused by ethical, cultural, relational, and personal factors. The objective of the research was to provide insights into the factors driving the great resignation and its impact on employee engagement. Based on their findings, the research concludes that to attract and retain employees, business practitioners need to have a bigger picture of what drives employees to work. The study suggests that the organizational model for the post-pandemic era should be based on creating meaningful jobs, adopting a personal approach, and incorporating a strongly values-based and ethical dimension. This approach is deemed essential for effectively addressing the challenges posed by the great resignation and fostering employee engagement in the younger generations (Generation Y and Z).

15. Shahidul Hassan in 2021, aimed to examine the independent and joint influences of public service motivation (PSM), job prosaically impact, and job reward equity on public employee engagement. The objective of the research was to understand how PSM, job prosaically impact, and job reward equity individually and collectively affect employee engagement in the public sector. Based on their findings, the research concludes that when employees have high PSM and the potential to provide performance contingent rewards or recognition is low, it is crucial to take steps to maximize their ability to see the prosaically impact of their jobs. This implies that organizations should focus on emphasizing the meaningfulness and positive impact of public service roles to enhance employee engagement, especially in situations where tangible rewards or recognition are limited

16. Egi Indiana 2022 The objective of the research was to investigate the relationships between affective organizational commitment, employee engagement, job satisfaction, job happiness, and job performance in the manufacturing industry. Based on their findings, the research concludes that organizations, especially those in the manufacturing industry, need to consistently evaluate and pay attention to policymaking. It is important to provide facilities that support the improvement of employee conditions regularly, ensuring that job satisfaction and job happiness are well-controlled factors. This emphasis on employee well-being and satisfaction contributes to maintaining high job performance among employees.

#### **4. RESEARCH GAP:**

While existing studies have explored various aspects of Emotional Intelligence, Burnout and Employee Engagement, there is a need for research that examines the potential moderating effects of organizational factors, such as leadership styles, organizational culture, and job characteristics, on the relationship between emotional intelligence, burnout, and employee engagement.

The impact of emotional intelligence interventions on reducing burnout and enhancing employee engagement requires more empirical investigation, including the long-term effectiveness of such interventions. More research is needed to explore the bidirectional nature of the relationship between burnout and emotional intelligence, including whether burnout impacts emotional intelligence or vice versa.

**5. RESEARCH METHODOLOGY:**

Research design is used is descriptive with Convenience sampling, sample size is 151 responses from staff and population of the hospital is 160 staffs, Tools for analysis: Percent Analysis, Descriptive Analysis, Correlation, And Regression are used to examine and interpret the acquired data in a systematic manner. Questionnaire design and method of data collection is, the questionnaire is extracted from the research article Variable 1: Emotional Intelligence (EI1 - EI16) (Allan Muscoda, over son Sumba, FrankP. Tailoka, European Journal, vol 2, issue 2, Pp-31-41). Variable 2: Employee engagement (EE1 - EE17) (Willmar Schaufeli and am oldBakker, Preliminary Manual, VERSION 1.1, December 2004) Variable 3: Burnout (BO1- BO22) (The Malachi Burnout Inventory-Human servicessurvey (MBI-HSS), Burnout Definition and measurement).

**7. PERCENT ANALYSIS**

Variable		Frequency	%
Gender	Male	54	35%
	Female	97	63%
Age	Less than 30	38	24%
	31-40years	101	66%
	41-50years	11	7%
	51 above	1	7%
Nurse position	Icu nurse	40	26%
	Ward nurse	50	32%
	In charge nurse	28	18%
	Nurse superintendent	19	12%
	OT nurse	14	9%
Income level	12500-14500	40	30%
	15000-20000	50	32%
	21000-25000	40	26%
	300000 more than	15	9%
Work contract	permanent	120	78%
	contract	31	10%

**8. DESCRIPTIVE STATISTICS:**

**8.1: EMOTIONAL INTELLIGENCE:**

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean	S.D
EI1	51	49	20	8	23	2.35	1.39
EI2	31	52	34	27	7	2.51	1.14
EI3	30	37	42	18	24	2.79	1.32
EI4	40	45	23	23	20	2.58	1.37
EI5	33	40	38	16	24	2.72	1.34
EI6	39	38	39	22	13	2.54	1.25
EI7	27	39	42	22	21	2.80	1.28
EI8	30	37	36	29	19	2.80	1.30
EI9	38	39	39	24	11	2.54	1.23
EI10	40	47	33	12	19	2.49	1.30
EI11	40	40	35	17	19	2.56	1.32
EI12	39	47	27	21	17	2.58	1.31
EI13	43	48	24	17	19	2.47	1.34
EI14	35	59	30	13	14	2.41	1.20
EI15	32	52	40	14	13	2.49	1.17
EI16	40	46	31	24	10	2.45	1.22
EI17	42	46	33	17	13	2.42	1.24

The percentage, mean and standard deviations of responses for each of the statement of emotional intelligence is shown in the above table. The data shows varying levels of agreement or disagreement among respondents for different statements (EI1-EI17), as measured on a Likert scale. The mean scores range from 2.35 to 2.80, indicating a range of opinions. The standard deviations range from 1.14 to 1.39, representing the degree of consensus or variation in responses. Statements with higher mean scores (EI3, EI7, and EI8) suggest greater agreement; while statements with lower mean scores (EI1, EI2, and EI14) indicate more disagreement. Higher standard deviations imply a wider range of opinions, while lower standard deviations suggest more consensus. To provide a more specific interpretation, the context and content of the statements would be needed.

**8.2: BURNOUT:**

	Never	Rarely	Sometimes	Always	Often	Mean	S.D
BO1	30.7	29.4	19.6	11.1	7.8	2.35	1.25
BO2	26.1	27.5	26.8	12.4	5.9	2.43	1.18
BO3	31.4	34.6	22.2	7.8	2.6	2.14	1.04
BO4	24.2	34.6	26.1	11.1	2.6	2.32	1.04
BO5	28.8	39.2	22.2	7.2	3.3	2.19	1.02
BO6	26.8	30.1	24.2	13.7	3.9	2.37	1.14
BO7	28.8	37.9	24.2	7.2	0.7	2.11	0.93
BO8	26.5	37.9	25.5	7.2	2.6	2.22	1.11
BO9	29.4	39.9	22.9	6.5	0	2.06	0.89
BO10	26.1	35.9	25.5	10.5	0.7	2.22	0.98
BO11	30.7	41.8	21.5	4.6	0	2.00	0.84
BO12	30.7	34.6	29.4	3.3	0.7	2.07	0.89
BO13	32.7	36.8	22.2	5.2	1.3	2.04	0.94
BO14	27.5	30.7	26.8	8.5	5.2	2.32	1.12
BO15	26.8	35.6	21.6	10.5	3.9	2.27	1.09
BO16	28.1	41.8	21.6	6.6	0.7	2.08	0.90
BO17	30.2	34.0	27.5	7.2	0	2.11	0.93
BO18	30.1	25.5	24.8	12.4	5.9	2.37	1.20
BO19	23.5	34.6	24.8	11.8	3.9	2.37	1.09
BO20	30.7	30.1	26.1	9.8	2.0	2.21	1.05
BO21	29.4	30.7	22.9	11.8	3.9	2.29	1.13
BO22	28.8	31.4	20.9	11.8	5.9	2.42	1.18

The percentage, mean and standard deviations of responses for each of the statement of burnout is shown in the above table. The provided data consists of responses to a set of statements (BO1-BO22) measured on a scale ranging from "Never" to "Often" or "Always." The mean scores range from 2.00 to 2.43, reflecting the average frequency or occurrence of the described behavior. The standard deviations range from 0.84 to 1.25, indicating the level of agreement or variability among the respondents. Overall, there is a range of responses across the statements. Some behaviors, as indicated by higher mean scores (BO2, BO4, BO6, BO14, and BO22), occur relatively more frequently. On the other hand, lower mean scores (BO7 and BO11) suggest less frequent occurrence of the mentioned behaviors. The standard deviations provide insight into the level of agreement or dispersion in responses.

Higher standard deviations, such as BO1, BO2, BO6, BO14, and BO22, indicate a wider range of opinions and fewer consensuses among respondents. Conversely, lower standard deviations, such as BO9, BO11, BO13, BO16, BO17, BO18, BO19, BO21, and BO22, suggest a higher level of consensus or agreement among respondents. To gain a more comprehensive understanding of the results, it is important to consider the context and specific content of the statements (BO1-BO22) and their relevance to the topic or research at hand.

**8.3: EMPLOYEE ENGAGEMENT:**

	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Mean</b>	<b>S.D</b>
EE1	24.8	33.3	26.1	5.2	9.2	2.397	1.18
EE2	25.5	26.8	17.6	17.6	11.1	2.61	1.34
EE3	19.6	33.3	19.6	15.0	11.1	2.64	1.27
EE4	22.2	31.4	22.9	13.7	8.5	2.54	1.22
EE5	26.8	27.5	20.3	10.5	13.7	2.56	1.35
EE6	28.1	22.9	24.8	13.1	9.8	2.52	1.30
EE7	22.2	28.1	19.6	16.3	12.4	2.68	1.32
EE8	22.2	30.1	21.6	15.0	9.8	2.59	1.26
EE9	16.3	21.6	24.6	17.6	18.3	3.00	1.34
EE10	25.5	25.5	22.2	17.0	8.5	2.56	1.27
EE11	20.3	27.5	24.8	13.1	13.1	2.70	1.29
EE12	20.3	30.7	20.9	17.6	9.2	2.70	1.31
EE13	20.9	27.5	24.2	12.4	13.7	2.64	1.2
EE14	22.9	25.5	24.2	16.3	9.8	2.65	1.30
EE15	22.2	26.8	24.2	14.4	10.5	2.64	1.25
E16	20.3	26.8	26.8	15.7	9.2	2.66	1.23

The percentage, mean and standard deviations of responses for each of the statement of burnout is shown in the above table. The survey data shows participants' responses to 16 statements, ranging from "Strongly Disagree" to "Strongly Agree." On average, the responses indicate a slightly neutral to agreeable sentiment. However, there is considerable variation in the responses, suggesting a diverse range of opinions among the participants. Some statements received higher levels of agreement, while others showed greater variability. Further analysis is needed to understand the reasons behind these opinions and identify any underlying patterns or trends.

**9. INFERENTIAL ANALYSIS**

**9.1: CORRELATION**

Objectives: To assess the existing relationship between Emotional Intelligence and Burnout on Employee Engagement practices at Brindhavvan Areion Hospital.

Hypothesis.H0: Emotional Intelligence and Burn out are not significantly predicting Employee Engagement, H1: Emotional Intelligence and Burn out are significantly predicting Employee Engagement.

Correlations

		Emotional intelligenc e	Employee Engagemen t	Burnout_ EE	Burnout_ PA	Burnout_ DP
Emotional intelligence	Pearson Correlation Sig. (2-tailed) N	1 151	.804** .000 151	.037 .000 151	.047 .000 151	.304** .000 151
Employee Engagement	Pearson Correlation Sig. (2-tailed) N	.804** .000 151	1 151	.043 .000 151	.018 .000 151	.269** .000 151
Burnout_EE	Pearson Correlation Sig. (2-tailed) N	.037 .000 151	.043 .000 151	1 151	.124 .000 151	.290** .000 151
Burnout_PA	Pearson Correlation Sig. (2-tailed) N	.047 .000 151	.018 .000 151	.124 .000 151	1 151	.160* .000 151
Burnout_DP	Pearson Correlation Sig. (2-tailed) N	.304** .000 151	.269** .000 151	.290** .000 151	.160* .050 151	1 151

\*\* . Correlation is significant at the 0.01 level (2-tailed).

**INTERPRETATION:** Emotional intelligence and Burnout\_EE:- There is a weak positive correlation between Emotional Intelligence and Burnout\_EE ( $r = 0.037$ ,  $p < 0.01$ ). Although statistically significant, the correlation is very small, indicating a minimal relationship between emotional intelligence and emotional exhaustion in burnout. Emotional intelligence and Burnout\_PA:- There is a weak positive correlation between Emotional Intelligence and Burnout\_PA ( $r = 0.047$ ,  $p < 0.01$ ). Similar to the previous correlation, the relationship is statistically significant but relatively small, suggesting a limited association between emotional intelligence and personal accomplishment in burnout.

**9.2. REGRESSION**

Hypothesis.

H0: Emotional Intelligence and Burnout are not significantly predicting Employee Engagement.

H1: Emotional Intelligence and Burnout are significantly predicting Employee Engagement.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.804 a	.646	.641	.41171	.646	134.985	2	148	.000

a. Predictors: (Constant); Burnout, Emotional intelligence

b. Dependent Variable: Employee Engagement



Anova

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	45.762	2	22.881	134.985	.000 <sup>b</sup>
	Residual	25.087	148	.170		
	Total	70.850	150			

- a. Dependent Variable: Employee Engagement
- b. Predictors (constant): emotional intelligence and Burnout.

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.753	.306		2.459	.015
	Emotional intelligence	.759	.048	.801	15.960	.000
	Burn Out	.028	.113	.013	.250	.803

- a. Dependent Variable: Employee Engagement

**INTERPRETATION: Table provides** an ANOVA (analysis of variance) table, which shows the results of the analysis of variance. The regression model is significant (F = 134.985, p < 0.001), indicating that the predictors, emotional intelligence, and burnout, together have a significant impact on employee engagement. The model explains approximately 64.1% of the variance in employee engagement (R Square = 0.641). Therefore, the regression analysis indicates that emotional intelligence is a significant predictor of employee engagement, whereas burnout does not significantly contribute to the prediction of employee engagement in this model. The model suggests that emotional intelligence explains a substantial portion of the variance in employee engagement. The regression equation can be given as  $Y = 0.804 + (0.753 \times \text{emotional intelligence}) + (0.028 \times \text{burnout})$ ,  $Y = 0.804 + 0.753X_1 + 0.028X_2$ , Where  $Y = \text{Employee Engagement}$ ,  $X_1 = \text{Employee Intelligence}$ ,  $X_2 = \text{Burnout}$

**10.MAJOR FINDINGS, SUGESSTIONS AND IMPLICATIONS:**

The results of the study have found that emotional intelligence, burnout, and employee engagement are significantly varies across gender, age in years, income level, nurse position, work contract of the staffs, Emotional intelligence, and Employee Engagement: - There is a strong positive correlation between Emotional Intelligence and Employee Engagement (r = 0.804, p < 0.01). This suggests that individuals with higher emotional intelligence tend to have higher levels of employee engagement. The coefficient for emotional intelligence is 0.759 (p < 0.001), with a standardized coefficient (Beta) of 0.801. This indicates that for every one-unit increase in emotional intelligence, employee engagement is predicted to increase by 0.759 units. Emotional intelligence has a strong positive impact on employee engagement. The coefficient for burnout is 0.028 (p = 0.803), with an extremely low standardized coefficient (Beta) of 0.013. This suggests that burnout has a minimal effect on employee engagement in this model. The coefficients table, which shows the unstandardized coefficients, standardized coefficients (Beta), t-values, and their significance levels. The constant term in the model is 0.753 (p = 0.015), indicating the expected employee engagement score when both predictors are zero. The study that suggested that it is important to adapt these recommendations to your own workplace culture and needs because each hospital is different.

We should develop an atmosphere that supports worker engagement, wellbeing, and productivity by cultivating emotional intelligence and managing burnout. And the implications of this study Managers should prioritize the development of emotional intelligence skills within their teams, providing training and resources to enhance self-awareness, empathy, and effective communication. Additionally, they should actively monitor and address burnout symptoms among employees, implementing strategies such as workload management, stress reduction initiatives, and promoting work-life balance to mitigate its negative effects on engagement.

### **11. LIMITATIONS OF THE STUDY**

Time was not sufficient to cover our internship and not possible to collect large number of respondents and cannot be able to study of the subject. Staffs are busy in the patience care, so it was very too difficult to collect answer to questionnaire. Staffs have shown negative while filling personal details in questionnaire.

### **12. CONCLUSIONS:**

The study conclude that assess the existing relationship between Emotional Intelligence and Burnout on Employee Engagement practices at Brindhavvan Areion Hospital and problems is staffs who have higher levels of emotional quotient, burnout, and employee engagement are also more content with their occupations. This is also true for staffs who work with or are supervised by emotionally intelligent individuals. The study evaluates how hospital personnel interacts with patients and aims to understand how their level of emotional intelligence contributes significantly to creating a better atmosphere and increasing job productivity. Emotional intelligence has a substantial influence on employee engagement, but burnout has a negative impact on engagement levels. It may foster a pleasant work environment that fosters employee engagement, productivity, and well-being through developing emotional intelligence and managing burnout. Burnout is a persistent state of physical and mental depletion induced by continuous stress and excess. Staff's involvement drops considerably when they are burned out. They may be emotionally exhausted, alienated from their work, and less productive. Employee engagement is reduced by emotional intelligence. Staffs with greater emotional intelligence are better able to recognize and handle stress, as well as avoid burnout. They can successfully manage their emotions, seek help, and develop good coping skills. As a result, individuals are more likely to maintain high levels of involvement in the face of adversity.

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